



THE ABOUR AZETTE



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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

EMPLOYMENT in mid-December was estimated to be 5,580,000, about 118,000 lower than in the previous month and 25,000 higher than a year earlier. The decline in employment during the month was greater than in the past several years. Non-residential construction work fell sharply, an unusually small pulp-cutting program neared completion, and layoffs in the automobile and associated industries continued intermittently. Some offsetting gains occurred in the mining and service industries.

The labour force also declined during the month, by about the same amount as during the same month a year earlier. The increase in the labour force over the year was maintained at 225,000, or 3.9 per cent; this was about twice the average annual increase in the preceding five years.

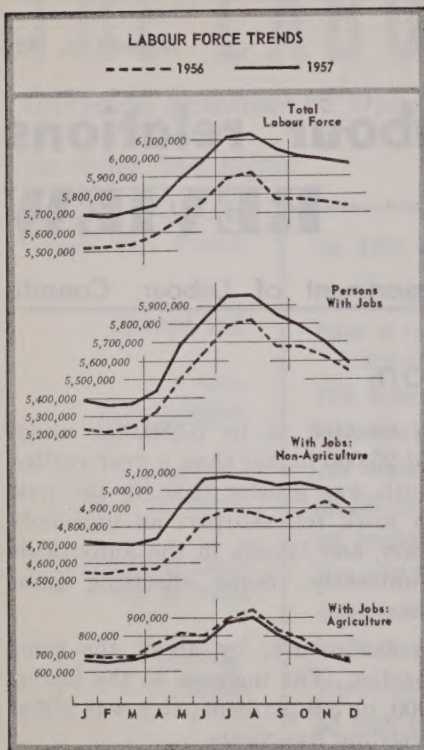
The number of persons seeking work rose to 6.5 per cent of the labour force, compared with 3.2 per cent in December 1956, 3.6 per cent in 1955 and 4.6 per cent in 1954. The ratio was higher than the national average in the Atlantic, Quebec and Pacific regions, and lower in Ontario and the Prairie Provinces.

Output

The year-end employment figures partially reflected a slowdown in economic activity that has been evident since the beginning of 1957. Current indications are that the volume of output for the year will be about the same as in 1956. This represents a substantial change from the gains of 7 and 9 per cent that occurred in the two preceding years.

Although the reasons behind the change from rapid expansion to stability are not entirely clear, a number of contributing factors stand out. Among these are a decline in housing in the early part of 1957 and a slowdown in the rate of industrial expansion and resource development in the latter half; reduced world demand for the products of some export industries; a reduction in the rate of inventory accumulation; and a decline in the sales of automobiles. Offsetting strengths during the year have been the continued growth of consumer expenditures, particularly on non-durable goods and services; the steady rise in government spending; and a renewed upswing in housing in the second half of the year.

A Monthly Labour Gazette Feature



Total consumer expenditures for the first three quarters of 1957 were 6 per cent higher than in the same period in 1956. After allowing for price changes, however, the gain is only 2 per cent, one of the smallest in the postwar period. Expenditures on consumer durable goods were down by 5 per cent, in real terms, largely because of smaller purchases of automobiles. This decline was more than offset by an increase in consumer outlays on non-durable goods and services.

Expenditures on residential construction in the first nine months were 10 per cent lower than in the previous year. A recent upturn in housing activity, stemming from new mortgage money which has been made available by the Government, is almost certain to make this gap smaller by the end of the year. In the larger urban centres, the number of housing starts in the last quarter of 1957 was 50 per cent greater than a year earlier. For the country as a whole, total starts for the year are expected to be less than 5 per cent lower than last year.

The boom in non-residential construction, which began early in 1955, was maintained through most of 1957. In the first nine months, expenditures on non-residential building were 21 per cent higher than in the same period in 1956 and, despite the decline in housing, employment in the construction industry reached a new high of 520,000, about 8 per cent above the year-earlier figure. There were, however, some signs of slackening in the second half of the year. Many projects neared completion; some already under way were delayed because of poor market conditions, and relatively few large new projects were begun. In the second half of the year, construction contracts awarded for industrial and engineering work reached only about half the total of a year earlier. There have been no signs of slackening in highway or institutional building; many areas report that this type of construction may even be higher in 1958 than in 1957.

The slackening in industrial building was accompanied by a decreasing rate of expenditures on new machinery and equipment. Total outlays in the first nine months were 5 per cent higher in 1957 than in 1956. In the third quarter, however, total outlays, seasonally adjusted, were down 11 per cent from the first quarter. This decline had a direct effect on employment in machinery manufacturing and was partially responsible for lower levels of employment and production in the primary iron and steel industry.

Reductions in inventory investment have perhaps had a greater restraining influence. Throughout the year stocks were building up at a progressively slower rate and this, of course, has meant reduced production. Inventory accumulation dropped from \$939 million in 1956 to \$16 million in the

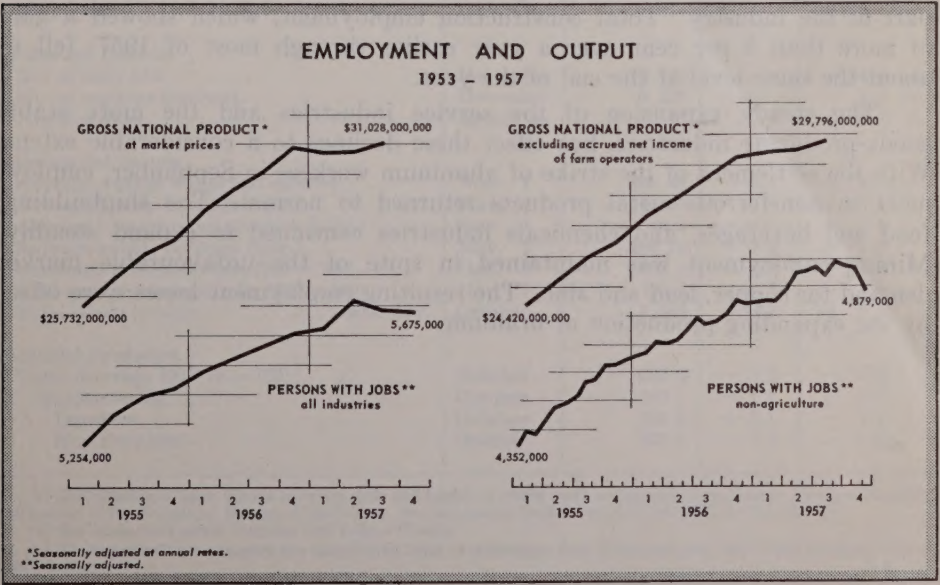
third quarter of 1957 (seasonally adjusted at annual rates). The effect of this slowdown was most pronounced in manufacturing, particularly in the wood products, electrical apparatus, transportation equipment and pulp and paper industries.

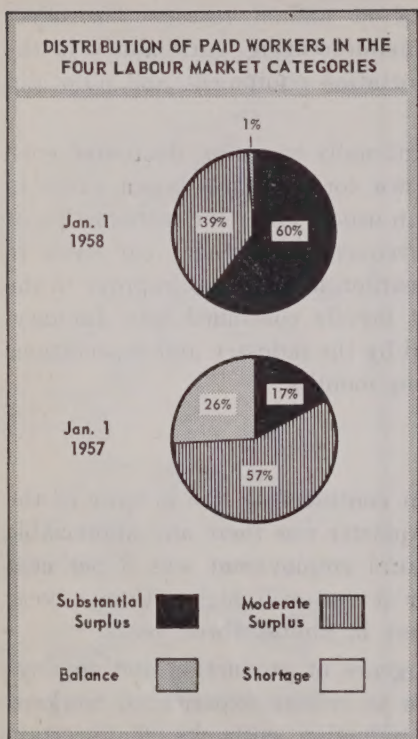
Motor vehicle production, which is traditionally irregular, fluctuated even more than usual during 1957. The shutdown for retooling began early in August and continued for a longer period than usual. After the introduction of new models, short-term shutdowns were frequent. Passenger car sales in October were 19 per cent lower than a year earlier, and did not improve in the last two months of the year. Intermittent layoffs continued into January. However, some increase in sales was reported by the industry and expectations were that production would increase in coming months.

Employment

For more than half of 1957 employment continued to rise in spite of the levelling-off in output, and only in the last quarter was there any appreciable downward trend. In October, non-agricultural employment was 3 per cent above the year-earlier figure; in December it was still higher than a year earlier although the margin was the smallest in almost three years.

One of the reasons for the earlier divergence of production and employment trends is the reluctance of employers to release experienced workers. Many manufacturers, when faced with production cutbacks of uncertain duration, prefer to reduce hours of work until the outlook becomes clearer. This type of adjustment has been fairly extensive. In December the number of workers on short-time or laid off temporarily was 103,000, compared with fewer than 60,000 a year earlier. The work-week in manufacturing averaged 40.3 hours in November, down from 41.6 hours a year earlier; among other main industry groups only mining showed a longer work-week than a year ago.





A change in industrial distribution during the year has also contributed to the differing trends in employment and production. In general, the shift has been from goods-producing industries, in which output per man is relatively high, to industries with lower productivity. In the first half of the year the sharpest reductions took place in the manufacture of wood products, motor vehicles, electrical appliances and, owing to the strike of aluminum workers at Arvida, non-ferrous metal products. The most notable gains, on the other hand, occurred in the distribution and service industries. By the end of the year these accounted for 58 per cent of all non-agricultural employment, one percentage point higher than a year earlier.

Layoffs became more extensive during the last quarter of the year, causing a moderate downturn in total employment. Forestry was one of the main contributing industries. Normally employment in this industry increases by 50,000 or more in the second half of the

year. This year, however, the seasonal pattern was entirely upset because of a sharp reduction in pulp-cutting programs in eastern Canada. Total forestry employment in December was estimated at only 104,000, compared with 158,000 a year earlier.

Construction contributed substantially to the decline in total employment only during December; slackening was most evident in the non-residential part of the industry. Total construction employment, which showed a gain of more than 5 per cent over a year earlier through most of 1957, fell to about the same level at the end of the year.

The steady expansion of the service industries and the more stable goods-producing industries, has offset these declines to a considerable extent. With the settlement of the strike of aluminum workers in September, employment in non-ferrous metal products returned to normal. The shipbuilding, food and beverages, and chemicals industries continued to expand steadily. Mining employment was maintained in spite of the unfavourable market demand for copper, lead and zinc. The resulting employment losses were offset by the expanding production of uranium.

Current Labour Statistics

(Latest available statistics as of January 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Dec. 14	5,966,000	- 0.4	+ 3.9
Total persons with jobs.....	Dec. 14	5,580,000	- 2.1	+ 0.5
At work 35 hours or more.....	Dec. 14	4,887,000	+11.2	- 3.4
At work less than 35 hours.....	Dec. 14	537,000	-52.3*	+ 44.0
With jobs but not at work.....	Dec. 14	156,000	-13.3	+ 28.9
With jobs but on short time.....	Dec. 14	60,000	+15.4	+106.9
With jobs but laid off full week.....	Dec. 14	29,000	+45.0	+ 31.8
Persons without jobs and seeking work.....	Dec. 14	386,000	+32.2	+107.5
Persons with jobs in agriculture.....	Dec. 14	662,000	- 4.5	- 2.7
Persons with jobs in non-agriculture.....	Dec. 14	4,918,000	- 1.7	+ 0.9
Total paid workers.....	Dec. 14	4,471,000	- 1.6	+ 0.3
Registered for work, NES (b)				
Atlantic.....	Dec. 12	75,400	+89.4	+ 74.5
Quebec.....	Dec. 12	170,900	+73.2	+ 89.3
Ontario.....	Dec. 12	170,500	+47.1	+ 85.1
Prairie.....	Dec. 12	76,700	+65.3	+ 72.7
Pacific.....	Dec. 12	77,200	+50.8	+ 73.9
Total, all regions.....	Dec. 12	570,700	+62.1	+ 81.5
Claimants for Unemployment Insurance benefit.....				
Dec. 1		403,273	+50.5	+ 87.2
Amount of benefit payments.....	November	\$18,989,040	+16.3	+104.7
Industrial employment (1949 = 100).....	Nov. 1	125.3	- 1.3	- 0.7
Manufacturing employment (1949 = 100).....	Nov. 1	116.2	- 1.7	- 2.0
Immigration.....	1st 9 mos.	244,266	-	+122.0 (c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	December	152,935	-	+ 34.8 (c)
No. of workers involved.....	December	7,327	-	- 3.4 (c)
No. of strikes.....	December	18	-	+ 7.7 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Nov. 1	\$68.81	- 0.1	+ 3.9
Average hourly earnings (mfg.).....	Nov. 1	\$1.60	- 0.6	+ 3.1
Average hours worked per week (mfg.).....	Nov. 1	40.6	- 0.3	- 2.4
Average weekly earnings (mfg.).....	Nov. 1	\$64.76	- 0.9	+ 0.6
Consumer price index (av. 1949 = 100).....	Dec. 1	123.1	- 0.2	+ 2.2
Real weekly earnings (mfg. 1949 = 100).....	Nov. 1	126.0	- 0.7	- 1.8
Total labour income..... \$'000,000..	October	1,342	- 0.2	+ 5.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	October	289.9	- 0.8	- 3.6
Manufacturing.....	October	282.7	- 1.1	- 4.9
Durables.....	October	328.0	+ 2.1	- 9.1
Non-Durables.....	October	253.8	- 3.5	- 1.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1957 *Labour Gazette*.

(b) See inside back cover, October 1957 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

* Remembrance Day holiday fell in survey week.

Labour-Management Relations

WITH a large number of agreements in basic Canadian industries scheduled to expire in 1958, the year ahead will be marked by renegotiation of many agreements that have been pace-setters in the past. Such bargaining was at a minimum in 1957, the result of widespread signing of two-year contracts in 1956. Also foreshadowing a more active bargaining year in 1958 compared with 1957 is the fact that a significant proportion of the important contracts actually bargained last year expire in 1958.

New Issues—A review of 1957 bargaining shows that the year did not bring any large-scale innovations of issues for negotiation. Two years ago, supplemental unemployment benefits were discussed and adopted for the first time in some sections of Canadian industry. Last year, as shown by statistics included in the December 1957 *LABOUR GAZETTE* (p. 1410), such plans, or, as an alternative, severance pay plans, were introduced in a few more settlements, including those of the Aluminum Company of Canada, Arvida, Que., and of International Harvester, Hamilton. The plans are not, however, commonplace in collective agreements. An examination of 730 agreements currently in force showed SUB plans in 24, covering 57,600 workers, and severance pay plans in 41, covering 30,700 workers.

Other items that have increasingly been the subject of bargaining over the past year are a fourth week of vacation after 25 years' service, shorter service requirements for lesser vacation periods, and revisions of insurance and health benefit plans.

Bargained Wage Changes—Wage changes were the central part of settlements in 1957. Table I shows the increases included in 375 of the agreements bargained in 1957. The increases recorded here are those paid in the first year of the contract and consequently do not represent the total increase in the many agreements providing increases in subsequent years. It will be seen that the patterns of wage increases noted in the first half of the year (*L.G.*, Nov. 1957, p. 1347) held for the year as a whole. Changes of 5 to 15 cents an hour predominated and few agreements were signed without a wage increase.

TABLE 1—WAGE CHANGES IN FIRST YEAR OF CONTRACTS BARGAINED
IN 1957

Amounts in Cents per Hour	Agreements		Employees Affected	
	Number	Per Cent	Number	Per Cent
No increase	19	5	6,658	2
0- 4.9	17	4	7,305	3
5- 9.9	140	38	112,376	40
10-14.9	107	29	90,561	32
15-19.9	52	14	36,554	13
20-24.9	24	6	12,581	5
25 and over	16	4	13,281	5
Totals	375	100	279,316	100

Strikes—Despite the absence of bargaining in many areas during 1957, there was an increase in time loss from strikes. Preliminary estimates show a loss of more than 1,607,000 working days. This represented a 30-per-cent increase over the year before but was smaller than the time loss in 1955.

Much of the time loss is accounted for by a few lengthy strikes. The stoppage by workers of the Aluminum Company of Canada at Arvida alone accounted for more than one quarter of the year's time loss. Four other lengthy strikes accounted for another 25 per cent of the total. Of the latter group, only the strike of the British Columbia pulp and paper workers, which accounted for 7 per cent of the 1957 time loss, carried over into 1958.

Income Advances—Industrial relations developments played their part in the income advances made by Canadian workers in 1957. During the first 10 months of the year, labour income rose 8.3 per cent higher than in the same period the year before. Weekly and hourly average earnings increased by 4 to 5 per cent. For the worker, however, the 3-per-cent increase in prices as measured by the consumer price index took up much of the wage increase. In manufacturing, for example, real weekly earnings were 0.3 per cent less than 12 months earlier.

Outlook for 1958—By the end of 1957, most of the year's important negotiations had been settled. Two important negotiations that carried into 1958 involve 5,400 pulp and paper workers in British Columbia, still on strike, and 128,000 non-operating railway workers, whose dispute is now in conciliation. Even in the category of contracts covering 1,000 or more workers, bargaining beyond the two cases mentioned extend into 1958 for fewer than 60,000 workers.

Additional important bargaining this year will, however, emerge from last year's negotiations. While the pattern of the past two years in signing contracts for more than one year's duration was continued, many of the larger agreements were for one year only. In the contracts covering 1,000 workers or more, the proportion of longer-term to one-year agreements was almost two to one but the workers covered were almost equally divided between the two groups.

Unusually large numbers of agreements are due to expire in 1958, particularly in the first four months of the year. Before the end of April, expiry dates will be reached in such basic Canadian industries as steel, meat packing and electrical products. Based on the expiry dates of current agreements, it is estimated that at least 475,000 workers—almost one worker out of every three under agreement in Canada—will bargain in the period. They will bargain over the terms of more than 1,400 agreements. But more than 300,000 of these workers will be bargaining in groups of 1,000 or more.

This large-scale bargaining comes at a time of uncertainty as to the future level of Canada's economic activity, in the short-run at least. This is particularly true in the primary and durable goods industries, where a large part of bargaining in the first four months of the year is likely to occur. Such conditions give rise to a significant contrast in the economic climate in which bargaining will take place and that in which the agreements now expiring were bargained, since forecasts of continued economic expansion played an important role in settlements during recent years.

The number of agreements expiring will decrease after the first quarter of the year, but some important industrial areas will be bargaining agreements. For example, agreements with each of Canada's three large automobile manufacturers will expire in August, at about the same time renegotiation dates will be reached in the coal fields of the East and West and in the logging industry of British Columbia.

BARGAINING CALENDAR—1958

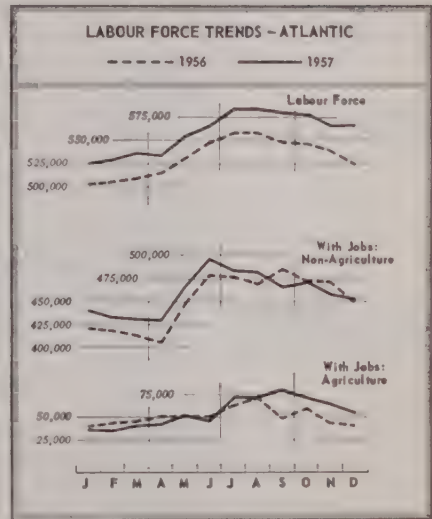
(Based on expiry dates of contracts)

Industry	Union	Employer
FIRST QUARTER		
Gold Mining.....	Steelworkers.....	McIntyre Porcupine Mines, Schumacher
Meatpacking.....	Packinghouse Workers.....	Canada Packers, Burns, Swifts, across Canada
Rubber.....	Rubber Workers.....	Firestone, Hamilton; Goodyear, Toronto; Dominion, Kitchener
Basic Steel.....	Steelworkers.....	Steel Company of Canada, Hamilton
Construction.....	Various craft unions.....	Ontario Hydro (St. Lawrence Power Project); Contractors in Edmonton and Vancouver.
Railways.....	14 unions in non-operating trades. Locomotive Firemen.....	Across Canada Across Canada
Trade.....	Teamsters.....	Dairies in Toronto and Vancouver
Municipalities.....	Public Service Employees.....	City of Winnipeg
SECOND QUARTER		
Logging and Sawmilling.....	Woodworkers..... Various independent unions.....	British Columbia (coast) Newfoundland
Mining and Smelting.....	Mine, Mill and Smelter Workers..	Consolidated Mining and Smelt- ing, Trail; International Nickel, Sudbury
Fish Packing.....	United Fishermen.....	British Columbia fish packers
Textiles.....	Syndicates (CCCL).....	Dominion Textile at three loca- tions in Quebec
Pulp and Paper.....	Paper Makers; Pulp, Sulphite and Paper Mill Workers.....	Ontario and Quebec newsprint, kraft and fine paper manufac- turers
Electrical Products.....	United Electrical Workers (UE).....	Canadian Westinghouse, Hamilton
Construction.....	Various craft unions.....	Contractors in Toronto and Halifax
Railways.....	Locomotive Engineers..... Railroad Trainmen.....	Across Canada Across Canada
Trucking.....	Teamsters.....	Truckers in Ontario
THIRD QUARTER		
Logging.....	Carpenters.....	Northwestern Ontario
Coal Mining.....	United Mine Workers.....	Western Canada
Textiles.....	United Textile Workers..... Textile Workers Union.....	Dominion Textile, Montreal; Montreal Cottons, Valleyfield Canadian Cottons, Cornwall and Hamilton
Basic Steel.....	Steelworkers.....	Algoma Steel, Sault Ste. Marie
Automobile.....	Auto Workers.....	Ford, Chrysler and General Motors
Aircraft.....	Machinists.....	Canadair, Montreal
Farm Implements.....	Auto Workers.....	Massey-Harris-Ferguson, Toronto, Brantford and Woodstock
Shipbuilding.....	Marine Workers Federation..... Syndicates (CCCL).....	Halifax Shipyards Canadian Vickers, Montreal; Davie, Lauzon; Marine Indus- tries, Sorel
FOURTH QUARTER		
Coal Mining.....	United Mine Workers.....	Nova Scotia
Tobacco.....	Tobacco Workers.....	Imperial Tobacco, Montreal
Trucking.....	Teamsters.....	Truckers, Montreal district.

Manpower Situation in Local Areas

ATLANTIC

EMPLOYMENT continued to decline in the Atlantic region during December, though at a slower rate than in the previous month. At December 14, persons with jobs were estimated at 506,000, some 14,000 fewer than a month earlier but 14,000 more than a year before. The drop in employment was only about half as large as in the same period in 1956, mainly because forestry activities, which usually decline at this time, had already been sharply curtailed. The increase in employment from a year earlier occurred entirely in agriculture because farm workers, with fewer jobs available elsewhere, did not leave farm work. Employment contractions during the month were mainly seasonal; construction, fishing and transportation accounted for the heaviest layoffs. Temporary layoffs also occurred in a number of manufacturing plants owing to reduced demands for heating equipment and iron and steel products.



The most recent industrial employment figures available show moderate to substantial year-to-year reductions in most of the main industries. Forestry activities were markedly lower and little improvement was expected for the remainder of the winter because of heavy inventories of pulpwood and an unfavourable lumber market. Construction employment also remained well below that of a year earlier; few large projects were undertaken in 1957. Transportation employment was unusually slack throughout the year as a result of a sharp drop in freight shipments. Some increase in activity was reported in this industry during the month, however, as grain shipments began at the Halifax and Saint John ports.

Manufacturing continued to show considerably more strength than the primary industries although here, too, employment was slightly lower than a year earlier. Production and employment were maintained at slightly higher levels than in 1956 in food and beverages, shipbuilding and iron and steel products plants. These gains were more than offset, however, by year-to-year declines in pulp and paper mills.

Increases in unemployment during the month were widespread and resulted in the reclassification of 13 of the 21 areas in the region into categories of greater labour supply. At January 1 the area classification was as follows (last year's figures in brackets): in substantial surplus, 18 (12); in moderate surplus, 3 (8); in balance, 0 (1).

Local Area Developments

St. John's (metropolitan). Remained in Group 1. Unemployment increased more than usual during the month as a result of a general slackening in activity throughout the area. The fishing industry was hampered by bad

CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1, 1958

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	EDMONTON ← HAMILTON ← MONTREAL ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor WINNIPEG ←	Calgary OTTAWA-HULL ← TORONTO ←		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← FT. WILLIAM- PT. ARTHUR ← Joliette Lac St. Jean NEW GLASGOW ← NIAGARA PENINSULA ← Moncton Rouyn Val d'Or Shawinigan SHERBROOKE ← TROIS RIVIÈRES ←	Brantford Guelph HALIFAX ← KITCHENER ← London Oshawa Peterborough Saint John Sarnia SUDBURY ← Sydney Timmins-Kirkland Lake Victoria	Kingston	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← CHATHAM ← NORTH BATTLEFORD ← PRINCE ALBERT ← RIVIÈRE DU LOUP ← THETFORD- MEGANTIC- ST. GEORGES ← YORKTON ←	BARRIE ← BRANCON ← LETHBRIDGE ← MOOSE-JAW ← Red Deer ← REGINA ← SASKATOON ←		
MINOR AREAS (labour force 10,000-25,000)	Bathurst BEAUHARNOIS ← BRACEBRIDGE ← BRIDGEWATER ← Campbellton Central Vancouver Island CHILLIWACK ← CRANBROOK ← DAUPHIN ← DAWSON CREEK ← DRUMMONDVILLE ← EDMUNDSTON ← FREDERICTON ← Gaspé GRAND FALLS ← KAMLOOPS ← KENTVILLE ← LACHUTE- STE. THÉRÈSE ← MONTMAGNY Newcastle NORTH BAY ← Okanagan Valley OWEN SOUND ← PORTAGE LA PRAIRIE ← Prince George Prince Rupert QUEBEC NORTH SHORE ← Rimouski ST. AGATHE- ST. JÉRÔME ← ST. HYACINTHE ← St. Stephen SOREL SUMMERSIDE ← TRAIL-NELSON ← TRURO ← VALLEYFIELD Victoriaville WOODSTOCK,N.B. ← YARMOUTH ←	BELLEVILLE- TRENTON ← BRAMPTON ← DRUMHELLER ← Galt GODERICH ← LINDSAY ← LISTOWEL ← Medicine Hat Pembroke ST. JEAN ← ST. THOMAS ← Sault Ste. Marie Simcoe STRATFORD ← SWIFT CURRENT ← WALKERTON ← WEYBURN ← Woodstock-Ingersoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

weather and a scarcity of fish. Processing plants were very slack, partly because one of the fisheries which in previous years operated a fleet of draggers was confining its operations to inshore fishing.

Corner Brook (major industrial). Reclassified from Group 2 to Group 1. Employment continued to decline in construction and logging. Processing plants were fairly busy during the month; herring catches were reported to be better than a year before.

Halifax (major industrial). Reclassified from Group 3 to Group 2. Increased unemployment was mainly the result of seasonal declines. Temporary closure of a clothing plant resulted in the release of 40 workers. In most manufacturing industries employment held up fairly well.

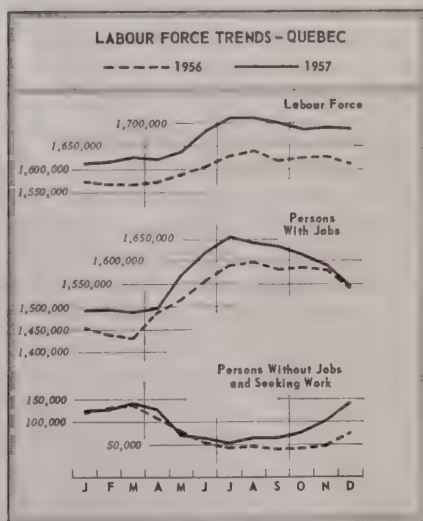
New Glasgow (major industrial). Reclassified from Group 2 to Group 1. A number of scattered layoffs were reported in manufacturing. Additional staff reductions were expected to occur early in January at Eastern Car Co., following the completion of an order of hopper cars; a smaller work force will be required for new orders received.

Bridgewater, Charlottetown, Edmundston, Fredericton, Grand Falls, Truro, Woodstock and Yarmouth (major agricultural and minor). Reclassified from Group 2 to Group 1.

Kentville (minor). Reclassified from Group 3 to Group 1.

QUEBEC

EMPLOYMENT declined more than seasonally in the Quebec region in December. The number of persons with jobs fell by some 42,000 during the month, to an estimated 1,546,000 at December 14, a figure only slightly higher than that at the same time the year before. Because of weaknesses in some of the non-farm industries, the number of persons without jobs and seeking work increased rapidly to a level much higher than at the corresponding time the previous year. Persons seeking work numbered some 142,000 at the middle of the month, an increase of 40,000 over the month before and 70,000 over the year before.



The pulpwood cut was nearly over throughout the region; hauling had begun but was delayed in some areas because of the mild weather. At the middle of the month, the number of men in the woods was some 40 per cent lower than a year before. Conditions in asbestos and copper mining continued unstable during the month with employment down from a year earlier; layoffs occurred at copper mines in the Chibougamou district, in Val d'Or and in Sherbrooke, and at asbestos mines in Asbestos and Thetford Mines. Industries manufacturing wood and paper products and textiles showed non-seasonal weakness. Employment in the manufacture of clothing and iron and steel declined seasonally. However,

employment showed continuing strength in the manufacture of transportation equipment, electrical apparatus, chemical products and in the service industries. Owing to an upsurge in residential construction in the latter part of the year, construction employment, although declining seasonally, was higher than a year before. Industrial and commercial building continued apace. Seventeen of the 24 labour market areas in the region were reclassified during the month. At January 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 23 (15); in moderate surplus, 1 (9).

Local Area Developments

Montreal (metropolitan). Reclassified from Group 2 to Group 1. Registrations rose more sharply than usual during the month. Employment declines were more than seasonal in the manufacture of primary and secondary textiles, footwear, and in iron and steel products. The completion of aircraft contracts resulted in some layoffs. Prospects remained good, however, in plants manufacturing rolling stock and in shipyards. More housing starts were made in October and November 1957 than in the same period a year earlier so that registrations of construction workers, though high, did not increase at the same rate in December 1957 as in the same month in 1956. The closing of the harbour on December 18 resulted in the registration of some 3,000 longshoremen and seamen at the NES office.

Quebec-Levis (metropolitan). Reclassified from Group 2 to Group 1. Registrations doubled during the month, a much sharper rise than usual for this time of the year. At Montmorency, the cotton mill operated on short time and was closed for ten days over the holiday period. Layoffs occurred in factories making men's clothing, wood and paper products, and structural steel. Both trade and the services were providing fewer job opportunities than a year earlier. Activity remained high in the Levis shipyards.

Farnham-Granby, Sherbrooke, Trois Rivières (major industrial). Reclassified from Group 2 to Group 1. Registrations in these areas showed a much greater than seasonal increase during the month. In Farnham-Granby, 570 workers were laid off at the Miner Rubber Company, and more than 700 at the Bruck silk mills. In Sherbrooke, Magog and Trois Rivières, textile mills closed for an extended holiday period. There were more than seasonal employment declines in clothing, and in plants manufacturing pulp and paper and wood products.

Rivière du Loup, Thetford-Megantic-St. Georges (major agricultural). Reclassified from Group 2 to Group 1. Much reduced pulp-cutting quotas resulted in a considerable surplus of forestry workers in these areas. Quarrying and mining operations showed a seasonal decline in employment.

Beauharnois, Drummondville, Lachute-St. Thérèse, Montmagny, Quebec North Shore, St. Agathe-St. Jérôme, Sorel and Valleyfield (minor). Reclassified from Group 2 to Group 1.

St. Hyacinthe (minor). Reclassified from Group 3 to Group 1.

St. Jean (minor). Reclassified from Group 3 to Group 2.

ONTARIO

EMPLOYMENT in Ontario declined between mid-November and mid-December. The number of persons with jobs at December 14 was estimated at 2,094,000, a decrease of 30,000 from the previous month and of 3,000 from

the previous year. The number of persons without jobs and seeking work represented 4.6 per cent of the labour force, compared with 3.6 per cent in November and 2 per cent a year earlier.

The decline in employment was due to both seasonal and non-seasonal causes. The onset of cold weather and the ensuing curtailment of outdoor activities resulted in a considerable drop in construction employment; registrations of construction workers at the NES offices more than doubled over the month and were about 62 per cent higher than a year before. Farming and the canning and processing of fruits and vegetables came to a virtual standstill.

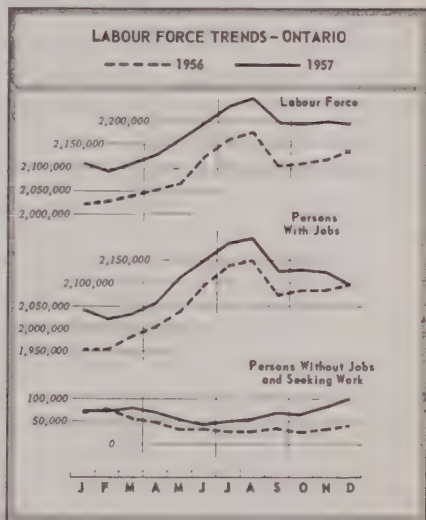
A further reduction in the output of motor vehicles was mainly responsible for the non-seasonal decline in employment. During the last week of December, motor vehicle production dropped to less than half of the average weekly production of the past two years. This resulted in a corresponding decline in production of automotive parts and accessories which in turn affected the manufacture of iron and steel. Layoffs of automobile workers continued in early January, but reports for the second week of January show a considerable increase in automobile production, indicating that the heavy cutbacks were of a temporary nature.

The situation in the other manufacturing industries varied. Many industries faced with a cutback in orders took advantage of the two mid-week holidays to close down their plants for a period of one to two weeks. Production of heavy machinery and heavy electrical equipment continued its slow downward trend. Activity in the textile industry was seasonally low. The agricultural implements and household appliance industries generally maintained their November level of production. The shipbuilding and repairs industry was operating near capacity. The railway rolling stock industry received a large production order which will assure steady employment in this industry for some months. The forestry industry appeared to have passed its lowest point and preparations for the resumption of bush operations were under way in various parts of the region.

Twenty of the 34 areas in the region were reclassified during the month, 13 from balance to the moderate surplus category and seven from the moderate to the substantial surplus category. At January 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 8 (2); in moderate surplus, 25 (17); in balance, 1 (15).

Local Area Developments

Metropolitan Areas: *Hamilton*—Reclassified from Group 2 to Group 1. Production was curtailed in automotive and primary steel industries and a number of temporary layoffs occurred. *Ottawa-Hull*—Reclassified from Group 3 to Group 2. Employment in Ottawa continued at a high level



in most industries. Construction employment declined seasonally. *Toronto*—Reclassified from Group 3 to Group 2. Considerable labour surplus was reported in the construction industry. Layoffs occurred in the automobile and automotive feeder plants at Toronto and Oakville. Employment in the iron and steel industry showed little change. *Windsor*—Remained in Group 1. Extensive layoffs of automobile workers, followed by cutbacks in motor vehicle supplier plants, resulted in a further deterioration of the employment situation.

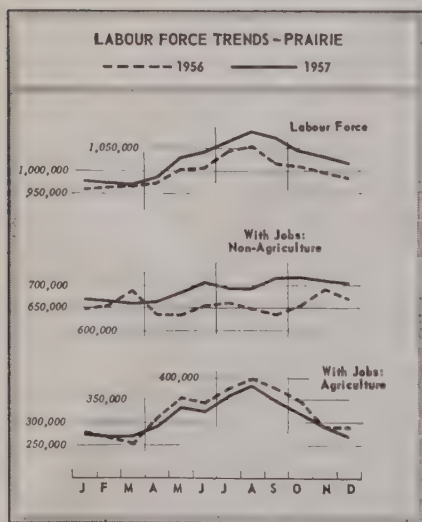
Major Industrial Areas: Reclassified from Group 3 to Group 2: *Kitchener*—Employment in foundries and automobile supplier plants declined. *Sudbury*—A large lumber mill closed down for the winter.

Reclassification from Group 2 to Group 1: *Cornwall*—The completion of several phases of the St. Lawrence power project resulted in layoffs. *Niagara Peninsula*—Seasonal work was completed, production of automotive parts and heavy machinery was reduced and large holiday layoffs occurred.

Major Agricultural Areas: *Barrie*—Reclassified from Group 3 to Group 2. A number of small layoffs occurred in various occupations. *Chatham*—Reclassified from Group 2 to Group 1. Fall farm work and the processing of this year's sugar beet crop were completed.

Minor Areas: Reclassified from Group 3 to Group 2: *Belleville-Trenton*, *Brampton*, *Goderich*, *Lindsay*, *Listowel*, *St. Thomas*, *Stratford*, *Walkerton*. Reclassified from Group 2 to Group 1: *Bracebridge*, *North Bay*, *Owen Sound*.

PRAIRIE



EMPLOYMENT held up fairly well in the Prairie region during December as continuing mild weather aided construction and other outdoor activities. At mid-month persons with jobs were estimated at 975,000, some 24,000 fewer than a month earlier but 14,000 more than a year before.

In addition to the normal declines in agriculture and the seasonal industries, layoffs occurred in a number of steel products plants owing to a shortage of orders. Because of the unusually large pulpwood cut last summer, the reduction in forestry activities at the Lakehead in December was greater than usual for the season. Wholesale and retail establishments reported a smaller

volume of trade than usual during the month; this was reflected in reduced hirings of temporary workers for the Christmas rush.

Total industrial employment in 1957 was well above that of the previous year, although the increase was less spectacular than in 1955 or 1956. Non-farm employment, on the average, was about 5 per cent higher than a year earlier, compared with an increase of 7 per cent from 1955 to 1956. Resource

development continued to provide much of the employment strength, though moderate employment gains were recorded in most major industries. Construction activity rose sharply in the last half of the year after falling behind year-earlier levels in the first half. Most of the improvement in construction occurred in the residential sector, which picked up markedly during the last quarter.

Employment reductions during the month resulted in the reclassification of 17 of the 20 local labour market areas. At January 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 9 (0); in moderate surplus, 11 (15); in balance, 0 (5).

Local Area Developments

Calgary (metropolitan). Remained in Group 2. Reductions in employment occurred mainly in seasonal industries. Sporadic layoffs occurred in some parts of manufacturing, but these were largely offset by hirings for the new steel plant. Construction employment was maintained at a seasonally high level during the first half of the month; fairly heavy layoffs occurred in the last half.

Edmonton (metropolitan). Reclassified from Group 2 to Group 1. Employment declined moderately during December as seasonal layoffs occurred in construction and associated industries. However, construction activities were at an unusually high level for the season as a result of continuing mild weather. Manufacturing continued to show a year-to-year employment gain, though moderate contractions occurred in some steel plants. Job opportunities generally were less plentiful than a year earlier but technical and professional personnel such as qualified hospital and social workers, and electrical and mechanical engineers were in fairly strong demand.

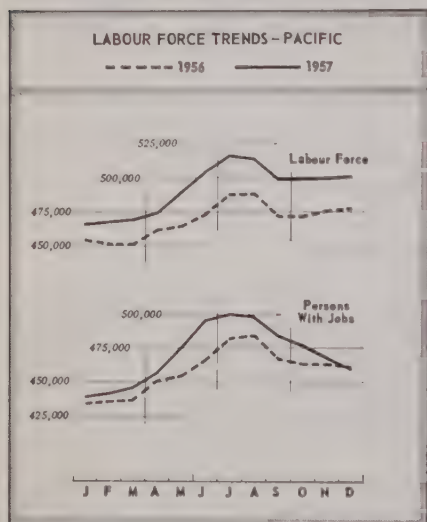
Winnipeg (metropolitan). Reclassified from Group 2 to Group 1. In addition to the seasonal decline of local industries, temporary layoffs in such distant construction projects as the International Nickel development in Northern Manitoba contributed to the increase in unemployment during the month. A number of scattered layoffs also occurred in manufacturing, principally in building materials plants. Total manufacturing employment was slightly lower than a year ago.

Fort William-Port Arthur (major industrial). Reclassified from Group 2 to Group 1. Closure of Great Lakes shipping together with declines in forestry, construction and transportation resulted in a marked increase in unemployment. Manufacturing employment held up well at a higher level than a year earlier.

PACIFIC

EMPLOYMENT in the Pacific region was estimated at 459,000 at December 14, some 8,000 lower than in November and 3,000 lower than a year earlier. The decline in employment, largely due to seasonal factors, was partly offset by the demand for temporary post office and retail staff for the Christmas rush but was accentuated by the prolonged strike in the pulp and paper industry. No settlement of this strike was in sight at the end of the month. Employment was higher than a year earlier in construction, transportation and communications, public utility operation and finance. Total manufacturing employment was somewhat lower than a year earlier, mainly because

of previous reductions in sawmilling and in the iron and steel products industry. There were also sizeable layoffs during December in shipbuilding, and in the non-ferrous metal products industry, following a major power disruption at Kitimat. Logging, mining and agricultural employment were lower than a year earlier. Unemployment, which increased considerably during the month, was relatively higher than in other parts of the country and substantially higher than a year before.



shipments of grain, lumber and plywood provided a high level of employment for longshoremen.

During the month four labour market areas were reclassified from the moderate to the substantial labour surplus category. At January 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in substantial labour surplus, 9 (4); in moderate surplus, 1 (6).

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. Employment was slightly lower than a year before and unemployment was substantially higher. The continuing limited activity in logging and lumbering, together with the strike in the pulp and paper industry, resulted in lower production and employment in plants supplying materials and services to these industries. However, increased shipments of lumber during December indicated some strengthening in the lumbering industry. Favourable weather made excellent progress possible in construction but job opportunities continued to decline, for a large number of construction projects were still in the planning stage. A delayed demand for Christmas help at mid-December provided a larger number of temporary jobs in retail trade than a year earlier.

Victoria (major industrial). Remained in Group 2. Employment was about the same as a year before; unemployment was higher. Additional staff was required for the post office and retail trade for the Christmas rush, but layoffs occurred in the plywood, cement and shipbuilding industries. Although sawmills continued to operate at reduced capacity, ocean shipments of lumber were the highest on record. Construction activity declined.

Chilliwack, Cranbrook, Kamloops, Trail-Nelson (minor). Reclassified from Group 2 to Group 1.

NOTES OF CURRENT INTEREST

Minister's Letter Urges Plans for Winter Work

The Minister of Labour has sent out a letter to businessmen and householders urging them to plan redecoration, renovation and plant maintenance work so that it will fall in the winter months when employment for many workers is at a premium.

Nine suggestions for providing off-season work are advanced. They are:

The scheduling of maintenance, repair, redecoration and renovation during the off-season;

The transfer of staff from slack to busy departments or divisions;

The building of new plants or additions to existing ones during the winter;

The production and stockpiling of standard products in the winter;

Special advertising and sales promotion campaigns tied in with community campaigns and special discounts to induce winter work;

The training and/or re-training of personnel during the winter months;

Diversification of industry within communities;

Diversification of products in seasonal industries;

The liquidation of annual vacations during the off-season.

Success of the winter work campaigns in past years has been most encouraging, the Minister wrote, and "indications are that this year's campaign will be even more extensive with more support by businessmen on the local level and increasing participation by national business interests".

In conclusion, the Minister noted that "when everybody works, everybody benefits". This was a good principle to keep in mind, he said.

Name Chairman of Board In Railway Wage Dispute

The Minister of Labour has appointed Hon. Charles P. McTague, QC, as Chairman of the conciliation board established in the dispute between Canadian railways and 13 unions of non-operating employees. Some 140,000 employees are involved.

The other members of the board are Phillip F. Vineberg of Montreal, nominee

of the companies, and David Lewis, Toronto, nominee of the unions. Both men are lawyers.

Mr. McTague is a former justice of the Ontario Supreme Court and was Chairman of the National War Labour Board in 1943. Previously, in 1941, he had served as conciliation adviser to the Minister. In 1943 he was also chairman of the public inquiry conducted by the War Labour Board into labour relations generally and into the question of wages and cost-of-living bonus in wartime.

The 13 unions involved in the dispute, represented by a joint negotiating committee under the chairmanship of Frank Hall, are:

Brotherhood of Maintenance of Way Employees;

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;

Division No. 4, Railway Employees' Department (AFL-CIO);

Canadian National Railway System Federation No. 11;

International Association of Machinists;

International Brotherhood of Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America;

Brotherhood of Railway Carmen of America;

International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers;

International Brotherhood of Electrical Workers, Commercial Telegraphers' Union;

Brotherhood of Railroad Signalmen of America;

Order of Railroad Telegraphers;

Canadian Brotherhood of Railway Employees and Other Transport Workers; and

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

Training for Girls and Women

The Ryerson Institute of Technology is again offering a two-year course, after secondary school graduation, in child management, under the name Pre-School Education. On page 1288 of the November LABOUR GAZETTE, in the article "Vocational Training for Girls and Women," it was stated that the course had been discontinued; it has only been renamed.

Rapid Population Growth Cause of Unemployment

The increase in unemployment in Canada during the past year is due to an increase in the labour force beyond the capacity of our economy to absorb it rather than to a drop in employment, Hon. Michael Starr, Minister of Labour, said last month in an address to the Montreal Personnel Association.

Employment has in fact continued to increase, the number of persons with jobs at mid-October being 5,800,000, an increase of 123,000 since a year earlier, he pointed out. However, the number of persons without jobs and seeking work was 208,000, or 110,000 greater than at the same time in 1956.

One of the principal reasons for the rapid growth in the labour force was the very substantial number of immigrants who have come to Canada—160,000 in 1956 and 275,000 this year—the Minister said. During the 12 months ending last October the Canadian labour force has increased by 233,000 men and women. During the same period the labour force of the United States, a country with more than 10 times our population, had grown by about 435,000 persons—only about 202,000 more than that of Canada.

Among measures taken by the Government to cope with the unemployment situation he mentioned the following:

The flow of immigrants has been reduced at least until employment begins to expand again next spring.

A total of \$300,000,000 has been provided for home-building loans.

The terms on which farmers can obtain loans have been made less restrictive.

The winter employment campaign has been intensified.

Steps taken by the Government to ease the hardship caused by unemployment, the Minister said, included the extension of seasonal unemployment benefits, the raising of payments under old age pension and other social security programs, and the offer to share equally with the provinces the cost of all unemployment assistance payments instead of only those above a fairly high threshold.

Another step taken recently had been to intensify the job-finding activities of the National Employment Service.

Mr. Starr went on to refer to "the problem of ensuring that our young people obtain the kind of education and training most suitable for the world of today and tomorrow". Recent research by the Department of Labour had shown that some

fundamental changes are occurring in the emphasis that industry places on certain types of work. "Modern industrial development today depends on the application of scientific advance to new products and production methods," he said.

This, in fact, was true not only of industry but of almost all aspects of our economic life. "To keep pace in our world... we in Canada must produce more and more trained people," the Minister declared.

But there was a lack of communication between industry and those responsible for training our young people. "All too often employers and the people who are now training the workers of the future are strangers," he said.

Referring to automation, Mr. Starr said that much of the apprehension about technological changes stems from lack of knowledge, which breeds fear and a sense of insecurity. "It is an unfortunate fact that both the *pace* and the *effects* of technological changes in industry have been exaggerated and this alone has aroused fear and apprehension," he pointed out. However, he said, although in the past mechanical advances have created more employment in the long run, every effort must be made to minimize temporary dislocations.

Older Workers Can Raise Nation's Productivity

If all the elderly people who are able and willing to work were allowed to do so, the national productivity of the United States could be raised by \$5 billion a year, John R. Stark of the U.S. Bureau of Labor Statistics asserts. He was addressing a meeting last month of the American Public Welfare Association.

Hiring older workers, he said, is not a matter of charity but one of economic necessity for the United States. (A Canadian expert in the field of retirement plans has voiced the same opinion in connection with Canada's elder citizens).

The usefulness of the elder worker was discovered for himself by a U.S. automobile manufacturer, Mr. Stark reported. He suddenly realized that all of his skilled workers being retired at 65 were being given employment by his competitors. This led to a quick revision of the company's retirement policy.

Mr. Stark contended that the employer prejudice against older workers is well-known but unfounded, since many studies have proved the older worker in the right job is as productive as a younger one.

Benedict H. McGinn, older worker specialist, State Employment Security Commission, Illinois, noted that new U.S. Department of Labor statistics reveal that the 65-and-over age group will grow 23 per cent in the decade before 1965, while the 25 to 44-year group will decrease by 1 per cent. The 14 to 24-year-old group will grow by 41 per cent and the 45 to 64 group by 17 per cent.

Thus, he notes, by eliminating the school age group it is apparent that a larger part of the older age group must be employed if productivity is to increase or even maintain itself.

Asserts Bargaining Up to Labour and Management

"Bargaining responsibility should squarely remain that of Labour and Management," declared Nathan P. Feinsinger, University of Wisconsin law professor and permanent umpire in General Motors-UAW disputes, in an address to Michigan State University's 2nd annual series of lectures on labour-management relations.

Stressing the need for bargaining in good faith, he said that it is up to Labour and Management to decide their own differences. When the government steps in, neither party is satisfied, he said.

"The public has a vital interest in encouraging free competition between Labour and Industry which gives Labour the right to strike and Management the right to resist," Prof. Feinsinger asserted.

"Should Prohibit Strikes While Contract in Force"

The Canadian Chamber of Commerce believes that labour legislation should prohibit all strikes during the term of a collective agreement. In addition, strikes should be prohibited, when agreement cannot be reached during negotiations, until conciliation procedures have been completed, and until the parties have had an opportunity to request a secret ballot properly supervised by an independent party and, if such a vote is taken, the strike has been authorized by a majority of the employees in the bargaining unit.

This belief is stated in the Chamber's policy statement adopted at the 28th annual meeting in Victoria, B.C., last October. The Chamber's current policy was not fully described in a report of that meeting that appeared in the November 1957 issue of the *LABOUR GAZETTE* (p. 1381).

In the same article (p. 1313), the reference to the resolution to be submitted to the British Columbia government should not have appeared. The resolution was one adopted by the British Columbia Chamber of Commerce, an autonomous body, and not by the Canadian Chamber of Commerce.

Gross National Product Shows Little Change

Canada's total output of goods and services showed little change in the first nine months of 1957 compared with the corresponding period of 1956, according to the quarterly report on the national accounts by the Dominion Bureau of Statistics. While gross national product in value terms was higher by 3 or 4 per cent, after adjusting for price advances, the volume of total production was relatively unchanged.

The sharp quarter-to-quarter increases in gross national product which were a feature of the years 1955 and 1956 have not been continued in 1957, and production of goods and services has remained almost level through the first nine months of this year.

Seasonally adjusted, the gross national product was at an annual rate of \$31.0 billion in the third quarter, or about 1 per cent over the rate of the preceding two quarters. It is estimated that approximately one half of the increase between the second and third quarters was accounted for by a further advance in final product prices, so that in volume terms total production of goods and services was substantially unchanged.

The major factors in the third-quarter movement of gross national product were a resumption of the upward trend in consumer expenditures, which had eased off in the second quarter; an increase in outlays for housing, which had been moving down since early in 1956; and a rise in exports of goods and services, following upon the second-quarter decline and reflecting larger shipments of iron ore and higher sales of animal products. Imports of goods and services fell slightly in the third quarter, contributing to some reduction in the current account deficit.

On the income side, further gains occurred in labour income, reflecting mainly higher wage rates in some industrial groups. Other elements of personal income were also significantly higher in the third quarter.

Corporation profits, seasonally adjusted, declined by 5 per cent.

B.C. Federation Requests 16 Changes in Labour Act

Only one legislative change out of 29 requested the year before was dealt with, the British Columbia Federation of Labour (CLC) complained in its annual brief to the provincial Government, presented December 6.

The brief charged that management is using the Labour Relations Act—"one of the most stringent labour codes" in North America—"to weaken the role of unions."

The delegation asked the Cabinet to make 16 amendments to the Act, to prevent employers from "taking full advantage of sections in the Act that allow them to weaken the role of trade unions in the province..."

"With the granting of injunctions for any and all reasons, our unions are being bled to death financially and being restricted in carrying out what are supposed to be our legal rights," the brief said.

The brief also asked that 28 amendments be made to the Workmen's Compensation Act, as there is "rampant dissatisfaction with the present Act and its administration".

The Cabinet was also asked to join with the federal Government in declaring that "an emergency exists in the field of unemployment".

It is suggested in the brief that legislation be passed to make it compulsory to allow local plebiscites on Sunday sport, and provide free university education.

The delegation was headed by Federation President William Black.

Sask. Federation Repeats Request for 5-Day Week

Once again the Saskatchewan Federation of Labour in its annual brief to the provincial Government pressed strongly for "a 40-hour, five-day week, with two consecutive days off, and without reduction in earnings". The brief was submitted recently at Regina.

The Federation also asked that a review be made of present exemptions and variations to the Hours of Work Act so that the advantages of the Act could be extended to as many employees as possible.

The brief urged the amending of the Trade Union Act so that membership in a professional organization would not, in itself, exclude an employee from a union.

The appointment of alternate employer and employee members to the Labour Relations Board was recommended by the Federation.

The brief also urged the Government to:

—Amend the Minimum Wage Act to institute a minimum wage for Saskatchewan of \$1 an hour;

—Amend the Workmen's Compensation Act to provide for compensation of 100 per cent of earnings instead of the present 75 per cent.

—Amend the Annual Holidays Act to provide for three weeks annual vacation after one year of service, and for the accumulation of vacation credits from the outset of employment rather than after 30 days.

Other requests and recommendations concerned the certification of nurses' assistants, Industrial Standards Act, Factories Act, Public Service Act, labour statistics, Apprenticeship Act, automation, government fair labour policies, injunctions in labour disputes, jury duty for workers, compulsory arbitration, housing, and comprehensive health plan.

The delegation of 80 unionists was headed by Federation President F. W. McClelland.

Premier T. C. Douglas, commenting on the Federation's brief, said he felt the establishment of a consultative body between labour and the government to exchange views from time to time would be useful.

Builders' Exchange Seeks Common Bargaining Time

All labour-management negotiations in the construction industry in the province of Quebec should be confined to one recognized short period, preferably every two years, and collective agreements and decreases in the industry should begin and end at the same time in all regions of the province. These were two of the main recommendations contained in a brief submitted to Hon. Antonio Barrette, Quebec Minister of Labour, by the Montreal Builders' Exchange on December 4—its 60th anniversary. The brief urges a number of important changes in the labour legislation of the province.

Pointing out that perhaps nothing delays construction work more than labour unrest, the Exchange complained that labour unrest is practically perpetual if collective agreements in each of the various trades, shops, sites, and regions all begin and end at different times.

The brief complained of recent use of "lawless tactics" by building trades unions in picketing and boycotting construction projects, and of outbreaks of violence, in spite of the fact that labour relations were supposed to have been settled peacefully

for a period of two years up to March 31, 1959, by the signing of a collective agreement covering the industry in Montreal and its extension under the Collective Agreement Act.

Other recommendations contained in the brief may be summarized as follows.

All union security clauses in collective agreements should become binding only after they have been approved by the Minister of Labour.

Unions should be required to file duly audited annual returns with the Department of Labour as public information on their financial status and annual incomes.

Regulations for the protection of the members of unions and syndicates governing such matters as notices of meetings and procedure at meetings, election of officers, secret ballots for strike votes, conditions of membership, etc., should be made mandatory as part of the internal rules of all such bodies.

Unions should be subject to the control of the Department of Labour to ensure that only those bodies which have and maintain assets in the province of Quebec, or which post guarantees with the Department of Labour, may operate in the province.

Illegal forms of picketing and boycotting should be controlled in the same way as strikes, as forbidden practices under provincial legislation.

The contracting parties under a decree of the Collective Agreement Act should be empowered to establish an impartial board to decide jurisdictional disputes.

Incorporation of all unions as legal entities should be required.

Amounts of penalties and fines in the Collective Agreement Act should be substantially increased, particularly in the case of recurring offences.

The Labour Relations Act should be amended to exclude its application to the construction industry whenever a decree under the Collective Agreement Act is in force in the industry.

With reference to this last recommendation the Exchange complained that although under the Collective Agreement Act employees were not allowed to strike for better wages or working conditions while a decree was in force, it was possible for them to obtain a bargaining certificate under the Labour Relations Act which would allow them to strike after all negotiations, conciliation and arbitration failed. The brief admitted that in practice bargaining certificates were rarely asked for because the Labour Relations Board seldom

issued them; but it said that the threat was still there, and had been used to the detriment of the industry.

Commissioner R. J. Tallon Has Term Extended

The term of Commissioner R. J. Tallon of the Unemployment Insurance Commission has again been extended, it was announced last month. Mr. Tallon has been a Commissioner since 1940.

Other recent transfers, appointments and retirements of Canadians well-known to Labour include the following.

Cecil A. Miller, former chairman of the Prince Edward Island Labour Relations Board, has been named chairman of the Workmen's Compensation Board, succeeding Brig. W. W. Reid, who recently became the province's Deputy Minister of Labour and Welfare.

Charles Gilbert, President of the Alberta Federation of Labour (CLC), has been appointed labour representative on the Alberta Workmen's Compensation Board, to fill the vacancy created by the death of George Batty, United Mine Workers.

W. Frank Chafe, for seven years a member of the Newfoundland Labour Relations Board, has resigned from the post, as he is a representative for Newfoundland of the Canadian Labour Congress. New CLC policy does not permit its staff representatives to serve on labour relations boards.

Eamon Park, Director of the legislative department in Canada of the United Steelworkers of America (CLC), has been named Executive Assistant to the union's Canadian Director, William Mahoney.

Frederick D. Burgess, Trans-Canada Air Lines flight engineer since 1953, has been elected President of the CAN (Canadian) Chapter of Flight Engineers' International Association (AFL-CIO).

George Anderson was elected President of the Toronto Musicians' Association, defeating Walter Murdoch, who had held the post for 26 years. Mr. Murdoch, however, remains Canadian representative of the American Federation of Musicians. Arthur Williams was returned by acclamation as President of the Niagara Falls local of the AFM.

George Charron of London, Ont., has been elected President of the Ontario Chapter of the International Association of Personnel in Employment Security. He was previously vice president of the group.

Fred H. Ellis has been appointed General Manager of the Ontario Safety League. He was previously director of commercial vehicle safety for the League.

Too Little Automation TUC's Greater Fear

There is more for British workers to fear from too little automation than too much, a special conference called by the Trades Union Congress was told by William Carron, leader of 900,000 engineering workers and a member of the TUC General Council.

Britain's capacity to make ends meet as a nation depends on her industrial efficiency, he explained, and a lack of up-to-date techniques could cause industry to fail "in a sternly competitive world".

Mr. Carron was chairman of the conference, called by the TUC to review automation developments in Britain and abroad.

Other speakers joined in asserting that trade unionists welcome technological change, provided its introduction is handled in the right way and provided it yields its fair share of benefit to the worker.

Trade unionists feel that there is no excuse for any failure on the part of management to have a most thorough consultation with workers' representatives well before a change is made.

A similarity in trade union attitudes on both sides of the Atlantic was evident when David Lasser, Research Director of the International Union of Electrical, Radio and Machine Workers (AFL-CIO), addressed the conference. Mr. Lasser stressed that the American trade union movement was seeking agreement to provide for advance consultation on the installation of automatic equipment.

Other common problems to which both Mr. Lasser and British delegates at the conference referred were the retraining of workers displaced by automation, the raising of unemployment payments and compensation or severance pay provisions.

During the conference, which was attended by representatives from some 40 unions, reference was made to the introduction in the next few years of automatic dialling of long-distance telephone calls throughout Britain. But the changes are to be introduced in full consultation with the workers concerned.

Commenting on these developments, the official organ of Britain's telephone workers declared that "the greatest problems of automation lie not so much in the technical field as in the human problems that radical changes in industry create". The same journal voices approval of the fact that management and the trade unions have pledged themselves to tackle these problems together.

"That is as it should be. For when workers are taken into the confidence of management at the planning stage, when they know what the effect of planning is likely to be and when they participate fully and freely in the experiments which must be made, then the greatest brake to progress—that of prejudice and fear—can be more readily erased."

Engineering Enrolment 12 Per Cent Higher

An increase in the number of engineering students enrolling in Canadian universities has brought the number to 14,247 in 1957, compared with 12,723 in 1956—an increase of 12 per cent—the Engineering Institute of Canada reported recently. This year's freshman class is 5,132—13 per cent higher than last year's.

Recently the Department of Labour predicted an upward trend in engineering enrolment in proportion to total enrolment, at least until 1965. In 1952, 12.5 per cent of total enrolment was in engineering, and in 1955 the figure was 16.3 per cent. The Department said that the proportion would probably rise to between 17 and 19 per cent by 1965.

Engineering enrolments have grown faster in the West than in the East. "We now are faced with the rather startling fact that this year 36 per cent of all freshmen engineers have enrolled for study west of Ontario," the Engineering Institute says.

The University of Toronto has the largest enrolment of freshmen engineers, 690. Alberta has 476, British Columbia 473 and Saskatchewan 464.

15th Annual Report on Jobless Benefits Issued

The 15th annual report dealing with benefit periods established and terminated under the terms of the Unemployment Insurance Act for the calendar year 1956 was released at the end of December by the Dominion Bureau of Statistics.

The number of workers covered by unemployment insurance at June 1, 1956, when books were renewed, was some 3,726,330. The number who established regular benefit (\$34,424) dropped 1.8 per cent from 1955 and represented a lower percentage (22.3 per cent) of covered workers.

Those who established seasonal benefit, payable from January 1 to April 21 in 1956, at 255,696, increased 2.3 per cent over 1955, but accounted for a lower percentage of covered workers.

Beneficiaries terminating regular benefit in 1956 drew almost \$213.61 on the average, a decline of some 2 per cent from \$217.86 paid in 1955. Seasonal beneficiaries drew almost \$148.93 on the average, a marked increase of 28.9 per cent over the average payment for the previous year, largely accounted for by the increase in duration of benefit actually drawn.

Canadian Book Initiates Series of Labour Studies

Canadian labour-management relations are the subject of the first in a series of publications by Cornell University Press on industrial relations in countries outside the United States.

The book, which has just been published, is *Industrial Relations in Canada* (144 pp., \$1.75) by Prof. Stuart Jamieson of the University of British Columbia.

The series, "Studies in International Labour," is under the editorship of Adolph Sturmhthal, Roosevelt University, Chicago.

Office Workers' Salaries At Record Level in 1957

Office workers in both Canada and the United States are now earning more than they ever have.

The 1957 salaries survey of the National Office Management Association, covering 649 Canadian companies employing 23,082 clerical workers and 6,058 U.S. companies employing 464,905, showed that Canadian office workers are now earning an average of \$51 a week; U.S. workers, \$64 a week. The project covered 24 basic clerical jobs.

The Canadian average was \$1 a week higher than that shown in the 1956 survey and the U.S. average \$2 a week higher.

Senior bookkeeper remains the highest paid office job in both countries. In Canada the salary for that classification averaged \$79 a week last year; in the United States, \$87.

In 7 Years, Canada Sent 133 Colombo Plan Experts

During the seven years—1950-1957—that the Colombo Plan Technical Co-operation Scheme has been operating, Canada has provided 737 training places and 133 experts to help the people of South and South-East Asia with a wide assortment of development programs.

In that period, a total of 5,622 training places and 792 experts have been provided by the 12 supplying countries in the Plan. Only the United Kingdom and Australia have provided more places and experts than Canada.

4 Million U.S. Workers To Get Deferred Raises

Pay increases during 1958 have already been assured for about 4,000,000 workers in the United States by long-term contracts negotiated in earlier years, according to Bureau of Labor Statistics reports. This is about 1,000,000 fewer than the number of workers who received such deferred increases in 1957.

The drop is due, not to any decline in the popularity of deferred increase arrangements, but to the fact that more of the important long-term contracts are due for re-negotiation this year than last. These contracts include those of the United Automobile Workers in the automobile, farm equipment, and aircraft industries.

In the manufacturing industries about two thirds of those entitled to deferred adjustments will get between 7 and 9 cents an hour. Most of these workers will also get increases under escalator clauses if the cost of living continues to go up.

In the construction industry, where most of the workers are not covered by cost-of-living escalator clauses, about 37 per cent of those entitled to deferred increases will get 15 cents an hour, and 20 per cent will obtain 10 cents.

9-Month Immigrant Total Double That of 1956's

During the first nine months of 1957 Canada received 244,266 immigrants, 61,850 of them arriving during the third quarter. The nine-month total was more than double the 110,009 who arrived during the same period in 1956.

Of the 1957 total for the first nine months, 99,081 came from Britain, and 8,089 from the United States. Immigration from Hungary, as a result of Canada's acceptance of refugees from the Hungarian revolution, increased markedly, from 369 in the first nine months of 1956 to 29,330 in the same period of 1957.

Of the total for the nine months, 135,675 were destined for the labour force, while the other 108,591 were dependents, wives, children and other relatives.

Ontario absorbed 126,737 of the arrivals.

New CLC Council

A new Ontario labour council, the Parry Sound and District Labour Council, has received its CLC charter.

Harry Oldfield was elected charter president of the Council and Edward Monks, vice president.

9-Month Housing Totals Down from Year Earlier

Starts on the construction of new dwelling units totalled 85,903 in January-September 1957, some 17 per cent fewer than 1956's comparable total of 103,437.

Completions in the nine months were down 13 per cent to 78,824 units from 90,620, while units in various stages of construction at September 30 numbered 75,327 compared with 90,374, a decrease of 16.6 per cent.

In the United States, construction was started on 90,000 non-farm houses and apartments in September 1957 compared with 95,000 in August and 94,000 in September a year earlier, the U.S. Department of Labor's Bureau of Labor Statistics announced.

The decline from August 1957 was almost all in private housing, and appeared to be countrywide. Nevertheless, the 88,000 private dwelling units begun in September represented a seasonally adjusted annual rate of 990,000 units and rounded out the third quarter with the highest quarterly average rate so far in 1957. The quarterly rate rose to 984,000 in the second quarter from 943,000 in the January-March period and continued upwards to more than 990,000 in the three months ending with September.

Starts in public housing projects totalled 2,000 units in September almost as many as in August.

Dairy LMPC Valuable for Two-Way Communication

The labour-management production committee at Richmond Milk Producers Co-operative Association in Vancouver has proved to be a reliable two-way communication channel for employees and management.

Since its organization the committee had discussed a wide variety of problems of interest to labour and management, and as a direct result of these discussions management has been able to implement several of the recommendations made by the committee.

Among the recommendations accepted are the formation of a separate Vehicular Accident Prevention Committee, and a plant Safety Committee. These committees will maintain close liaison with the main plant committee. Plans have been completed and arrangements made to provide adequate ventilation in the garage, to reorganize the plant Social Committee, to improve washroom and toilet facilities, and to provide a new employees' lunch-room.

CNR Safety Committee Wins Three Awards

In the CNR's motive power shops at Stratford, Ont., as in all industrial operations, safety is an important factor. A safety subcommittee of the union-management co-operative committee works in co-operation with the plant safety inspector.

The safety subcommittee's aim is to get the co-operation of all employees through discussions designed to discover the causes of accidents and to see whether human or mechanical failures are responsible. Another committee activity is to assist in regular safety checks of all tools to see that they are in proper working condition. The Shop Superintendent is particularly proud of the fact that through employee-management co-operation Stratford has been able to win the Canadian National Railways Safety Award for Main Shops for three years, and he is hopeful that Stratford may repeat again this year.

W. C. Carter, who has been associated with the committee for more than 20 years as a labour representative, has commended local management for providing quick and effective action on all committee recommendations within their authority. He also said that action on other matters was very good because minutes of all meetings are forwarded to both Regional and System headquarters.

Shop Superintendent D. E. Mackinnon, who has had long experience in the CNR Co-operative Movement both as an employee and management representative, said that "the employee representatives have at all times demonstrated that they have the attitude of mind necessary for a successful co-operative effort. Local management at Stratford has therefore found it easy to respond to the helpful suggestions brought forward in our discussions."

Ottawa Civil Servants Adopt Merger Proposal

The Civil Service Association of Ottawa at its annual meeting last month voted in favour of merging with the Amalgamated Civil Servants of Canada.

The vote came after a six-hour study of the proposed constitution of the new Civil Service Association of Canada which would bring together the 13,500 members of the CSAO and the 11,000 members of ACSC.

The new association will come into being April 30, if ACSC votes for the merger at its annual meeting in the spring.

John E. Osborne was re-elected head of the CSAO.

Imports at Record Total In 1957's first 9 Months

After falling during the three previous months the value of Canada's commodity imports increased slightly in September 1957 compared with a year earlier. The increase in September, together with those of the January-September period, raised purchases to a record nine-month total.

Imports in September were valued at \$445,300,000 compared with \$437,700,000 in the same month of 1956, bringing the January-September total to \$4,300,700,000. The corresponding total for the year before was \$4,239,200,000.

Among major commodities, there were increased values both in September and the January-September period for sugar and products, cotton products, wool products, and aircraft and parts, but decreases for rubber and products, farm implements and machinery, automobiles and parts.

The value of some of Canada's chief commodity imports for the January-September period in 1957, with corresponding figures for 1956 in parentheses, were as follows: crude petroleum, \$230,278,000 (\$197,830,000); farm implements and machinery, \$174,117,000 (\$187,892,000); automobiles, passenger and freight, \$103,251,000 (\$142,927,000); automobile parts, \$197,990,000 (\$206,695,000); coal, \$88,204,000 (\$93,654,000); cotton products, \$80,269,000 (\$76,346,000); wool

products, \$56,636,000 (\$54,814,000); books and printed matter, \$62,838,000 (\$57,667,000); rubber and products, \$54,957,000 (\$57,725,000); and fruits, \$101,137,000 (\$98,763,000).

Farm Cash Income Lower In 1957's First 9 Months

Farm cash income from the sale of farm products in the third quarter of 1957 amounted to \$638 million, down \$60 million from the preceding year's corresponding total of \$698 million.

This decline can be attributed largely to smaller grain marketings in the Prairie Provinces, particularly in Saskatchewan. Income from the sale of livestock and livestock products was higher in the third quarter of 1957 than a year earlier but did not offset the smaller returns from grains.

Preliminary cash farm income estimate for the nine months, January through September, is \$1,847 million, about 3 per cent smaller than the estimate of \$1,911 million for a year earlier. This lower estimate for the nine-month period can be attributed in the main to reduced returns from cereal grains. Compared with a year ago, smaller incomes in the second and third quarters more than offset the higher returns in the first quarter.

Proceedings of Parliament of Labour Interest

Vocational Training Co-ordination Act

November 22

By means of the student aid plan under the Vocational Training Co-ordination Act, by provinces, how many (a) university students; (b) nurses in training, have been granted bursaries during 1956-57 and 1955-56 fiscal years?

What is the maximum amount that may be so granted within a year to (a) university students; (b) to nurses in training in accordance with federal regulations?

Are regulations of the province of Ontario respecting maximum amounts the same? If not, what are the respective maximum amounts payable under Ontario regulations?

Hon. Michael Starr, Minister of Labour, answered that during 1955-56, 2,011 university students were assisted, and during 1956-57, 2,380 university students. During

1955-56, 121 nurses in training were assisted, and in 1956-57, 99 nurses in training. Nurses in training are assisted under the Vocational Training Co-ordination Act only in the four western provinces.

For the purpose of contribution under the federal-provincial agreements, the maximum amount granted per annum under any such agreement to university students is \$600 and the maximum amount granted to nurses in training is \$200. In practice, different maximum grants are established in each province and submitted to the Minister of Labour for approval for the purpose of contribution under the federal-provincial agreement. The maximum amounts payable for the purpose of the federal-provincial agreement to university students in Ontario is \$400 to

non-residents and \$200 to residents. Residents in this case refers to students residing in the community in which the university is located.

Unemployment Insurance Act

November 25

Labour Minister Starr moved, and the House concurred, that the following resolution be considered:

That it is expedient to introduce a measure to amend the Unemployment Act to increase the length of seasonal benefit periods; to increase the number of benefit payments for which claimants may qualify during those periods; and to provide for other related matters.

November 26

Under new fishermen's regulations, effective December 1, Canadian fishermen—including those on the Pacific Coast—would receive benefits of the Unemployment Insurance Act, providing they had made 15 weekly contributions, Labour Minister Starr told Frank Howard (Skeena). Special consideration would be given in cases where fewer than 15 contributions had been made by the fishermen.

November 27

The Minister of Labour's motion to introduce a measure to amend the Unemployment Insurance Act was approved.

Mr. Starr explained that the Act at present provided for the payment of seasonal benefits for the 16 weeks from the week in which January 1 falls until the week in which April 15 falls.

"The intent of this bill is to lengthen the seasonal benefit period by one month at each end, so that it will run from December 1 until May 15, that is, for a period of 24 weeks."

He estimated that some 250,000 workers would benefit from seasonal benefit this winter, compared with 214,000 the previous winter.

The bill was introduced, read the first and second times, considered in committee, and read the third time and passed.

November 27

At October 31, 1957 (the latest date for which figures were available) the amount in the unemployment insurance fund was \$884,800,516.26, Labour Minister Starr replied to a question in the House.

December 13

Labour Minister Starr stated that further relaxation of provisions of the Unemployment Insurance Act to accommodate

British Columbia fishermen who have made fewer than 15 contributions to the fund could not be entertained at the present time. "I am sure," he said, "it will be appreciated that a relaxation of the requirements on behalf of one particular group would soon result in demands from other groups and individuals for a similar relaxation..."

New Brunswick Unemployed

November 25

The numbers of unemployed males and females in Northumberland County, New Brunswick, at the end of each month from November 1956 to October, 1957, inclusive, Labour Minister Starr told G. R. McWilliam (Northumberland-Miramichi), were: November, 979 male, 128 female; December, 2,038 male, 168 female; January, 2,850 male, 212 female; February, 3,297 male, 223 female; March, 3,464 male, 221 female; April, 3,408 male, 217 female; May, 1,504 male, 180 female; June, 1,081 male, 168 female; July, 712 male, 176 female; August, 789 male, 159 female; September, 763 male, 165 female; October, 1,103 male, 174 female.

Post Office Employees

November 25

The post office at Winnipeg employs women on a part-time basis, Hon. W. M. Hamilton, Postmaster General, informed Stanley Knowles (Winnipeg-North Centre). They receive pay at the rate of \$1.11 per hour on day duty; \$1.26 per hour on night duty. They work four hours per day, six days per week.

Professional Sports

November 25

The operation of sports arenas and the engagement of players in connection with contests or exhibitions staged therein do not fall within federal jurisdiction insofar as labour relations are concerned, labour Minister Starr told D. M. Fisher (Port Arthur).

Use of Army Camp as Trade School

November 26

Labour Minister Starr said he would consider the suggestion of A. W. Stuart (Charlotte) that the Utopia army camp in New Brunswick be used as a trade school.

Housing Act Amendment

November 27

Hon. Howard C. Green, Minister of Public Works, moved that the House go into committee at the next sitting to consider the following resolution:

That it is expedient to introduce a measure to amend the National Housing Act 1954 to increase from \$250 million to \$400 million the aggregate amount that may be paid out of the Consolidated Revenue Fund... and also to provide for a reduction of down payments.

December 4

The House went into committee to consider the resolutions.

The Minister of Public Works explained that at present the Act provides that a borrower may obtain a loan amounting to 90 per cent of the first \$8,000 of lending value and 70 per cent of the lending value in excess of \$8,000. "The amendment will enable a borrower to obtain a loan amounting to 90 per cent of the first \$12,000 of lending value, together with 70 per cent of the lending value in excess of that amount."

Agreements with Unions

November 27

In answer to a question by D. M. Fisher (Port Arthur), the Parliamentary Assistant to the Minister of Trade and Commerce said that collective agreements existed for the 1957 working season between the contractors building the Trans-Canada Pipeline west of the Lakehead and the following unions: The United Association of Journey-men and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; the International Union of Operating Engineers; the International Hod Carriers', Building and Common Labourers' Union of America; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers.

Canadian National Steamships

November 28

Hon. Michael Starr, Minister of Labour, informed the House that he would be willing to attempt to mediate in the dispute between the Seafarers' International Union and Canadian National Steamships, if he could be assured of the willingness of both parties to strive sincerely to reach a satisfactory conclusion. He pointed out to the House that on two previous occasions he

had tried to get the parties concerned together, and on both occasions his offer was rejected by Hal Banks of the SIU.

December 5

Canadian National (West Indies) Steamships transferred to Trinidad registry can be transferred back to Canadian registry upon the Canadian Government's request, the Commons was informed by Transport Minister Hees in replying to a question by Hon. George C. Marler (St. Antoine-Westmount).

Minimum Wages

November 28

The Commons "talked out" Bill No. 4, introduced by Stanley Knowles (Winnipeg North Centre), which would establish a minimum wage of not less than \$1 per hour for workers under federal jurisdiction.

Unemployed in Maritimes

December 3

On November 27, 1957, there were 13,132 persons unemployed in Nova Scotia; 37,128 in the Atlantic provinces. On November 8, 1956, there were 8,554 persons in Nova Scotia registered at the employment offices; there were 22,488 in the Atlantic provinces as a whole, Labour Minister Starr reported in answer to a question by A. J. MacEachen (Inverness-Richmond).

Foreclosures and Repossessions

December 4

C. E. Johnston (Bow River), asked the Prime Minister if the Government proposed to take any action to prevent foreclosures and repossessions of homes, farms and other possessions that have been purchased on the instalment plan in Calgary and vicinity. The Prime Minister replied that "there is no authority in the federal Government under the British North America Act to bring into effect a moratorium or anything of the nature... This is a matter of property and civil rights and, as in the 1930's and early 1940's when the Aberhart administration acted, the responsibility still rests with provincial governments under the constitution."

Conciliation Board

December 4

Stanley Knowles (Winnipeg North Centre) was told by Labour Minister Starr that the Government had received a request from the non-operating employees of

Canada's railways for appointment of a conciliation board, and that the regular procedure for establishment of such a board was being followed. He was not yet able to name the personnel that would compose it.

Diesel Royal Commission

December 4

The report of the Royal Commission inquiring into the dispute between the CPR and the Brotherhood of Firemen and Enginemen as to whether or not firemen should be employed on certain diesel trains was not in hand yet, Labour Minister Starr informed the House. It is expected the end of December.

Price Spreads Commission

December 10

The Prime Minister announced the names of the members of the Royal Commission that will "inquire into the extent and the causes of the spread between the prices received by producers of food products of agricultural and fisheries origin and the prices paid by the consumers therefor; determine whether such price spreads in general or in particular cases are fair and reasonable or are excessive..." They are: Dr. Andrew Stewart of Edmonton, Mrs. W. R. Walton Jr., of Toronto, Dr. W. M. Drummond of Bristol, Que., Howard MacKiehan of Halifax, Romeo Martin of Montreal, Bernard Couvrette of Montreal, and Cleve Kidd of Toronto.

Income Tax

December 10

It was not an oversight that resulted in the exclusion of loggers and lumberjacks from tax relief for away-from-home expenses as granted in a tax act amendment to construction workers, Finance Minister Fleming told the House.

December 14

The Commons gave third reading to, and passed, Bill No. 232, to amend the Income Tax Act to allow for the reduction of personal income taxes.

Automobile Tax Cut

December 13

Bill No. 231, to reduce the excise tax on automobiles by 2½ per cent, passed by the House. It was introduced by Finance Minister Fleming.

Subsidy for B.C. Mine

December 17

Mining operations will continue, on a reduced basis, at Howe Sound Mining Company in British Columbia, for a period of at least six months, and provide employment for 350 to 400 persons, Hon. E. D. Fulton, Minister of Justice, announced. The mine normally employs 700 men.

The federal Government and the Government of British Columbia will help finance the operations at the mine. The company, it was pointed out, had been "operating during the last several months at a loss of between \$60,000 and \$80,000 a month," and even with the aid of the Governments, "losses will continue to be substantial".

Shipbuilding Program

December 17

Early in January the Government will call for tenders for the construction of six ships totalling in cost some \$10,000,000. Two vessels will also enter drydock for conversion, at an estimated cost of \$1,000,000, Transport Minister Hees told the Commons. The contracts, when let, will provide employment amounting to 3,500,000 man-hours. Contracts will be placed as soon as possible with a view to providing winter employment.

Aid to India

December 19

Hon. E. D. Fulton, acting Secretary of State for External Affairs, reported on decisions under the Colombo Plan, designed to provide aid to India, Ceylon and Pakistan, with Parliamentary approval, beyond that for which funds have been provided up to March 31, 1958. India will receive \$2 million to continue work on the Canada-India reactor; \$5 million for the erection of transmission lines; \$3 million for rail ties; \$120,000 for three cobalt beam cancer therapy units; \$65,000 for audio visual equipment and educational material; \$10.8 million for the supply of industrial metals urgently required by India's metal working industry. Ceylon will receive \$640,000 for aerial survey; \$200,000 for transmission lines; \$100,000 for a technical institute; \$12,500 for rehabilitation centre; \$14,000 for agricultural testing equipment; \$17,000 for airport radio unit; \$3,000 for X-ray equipment; \$13,000 for harbour crane. Pakistan will get \$2,600,000 for power transmission lines.

15th Federal-Provincial

Farm Labour Conference

Less difficult this year to obtain sufficient supply of farm labour, meeting told. Extension of unemployment insurance to agricultural workers discussed. Mechanization cuts number of farm workers needed

Difficulties in obtaining a sufficient supply of farm labour were less serious during the past season than for many years, it was reported by delegates to the 15th Federal-Provincial Farm Labour Conference held in Ottawa on December 5 and 6. Subjects discussed included the question of extending unemployment insurance to agricultural workers, and the experience of the first year's operations of the South West Ontario Field Crops Employers' Association.

Walter Dawson, Director of the Special Services Branch of the Department of Labour, was chairman of the conference. Delegates included representatives from the federal and provincial governments, and observers for the United Kingdom, the United States, Germany, and The Netherlands, as well as for the Canadian Federation of Agriculture, the Canadian National Railways, and other interested organizations.

In the absence of the Minister of Labour, who was unable to attend, the delegates were welcomed by A. H. Brown, Deputy Minister of Labour. Mr. Brown said that the Federal-Provincial Farm Labour Program was a co-operative program, inaugurated during the war years when agriculture had had to compete for labour with industry and the armed forces, which was designed to provide co-ordination of efforts between the provincial and federal agencies. An effective program of mutual help in providing farm labour had also been developed with the United States.

The Deputy Minister referred to the effect of the increasing mechanization of agriculture on the problems of labour supply. It had reduced the number of workers required, but made increased demands for skilled agricultural labour.

The farm labour supply situation had been easier during the past season than in any previous year, he said. Nevertheless this did not justify a relaxation of effort. He pointed out that there had been less movement of farm labour between provinces during the season, but that movements across the U.S. border of workers in tobacco and potato crops had been larger than usual.

Unemployment Insurance

Clifford A. L. Murchison, Commissioner of the Unemployment Insurance Commission, sketched the progress that had been made in the Commission's inquiries into the feasibility of extending unemployment insurance to agricultural workers.

Among the difficulties in the way of such extension pointed out by Mr. Murchison were the following facts:

Out of about 150,000 paid workers employed in agriculture, some 90,000 are farm labourers who are for the most part seasonal workers and who may not have sufficient employment to enable them to qualify for benefit.

The other 60,000 who appear to have fairly regular employment have never asked for coverage, nor have their employers. Consequently their willingness to co-operate in a scheme is doubtful.

If coverage were extended to paid farm workers it would be difficult to exclude unpaid family workers, who at present number 151,000; and "own-account" workers, who number 437,000. To include members of a farmer's immediate family living on the farm would result in abuses which it would be impossible to control; and the problem of the 437,000 own-account workers would be rendered more difficult by the fact that they enter the paid labour force at certain times of the year.

Available information about the number of employers in agriculture appears to lack the degree of accuracy that is essential for making well-reasoned calculations on the cost of collecting contributions.

In probably the majority of cases there would be a lack of records for checking to determine whether the proper amounts of contributions had been made; and the cost of adequate supervision over this phase of the scheme would be out of all proportion to the value of contributions recovered.

Mr. Murchison suggested that if agriculture were to be covered, consideration should be given to the idea that it be under a program separate from the industrial unemployment insurance scheme, and that at first coverage should be on a

limited basis, which could be extended if experience warranted it.

The Commissioner pointed out that in none of the American states, with the exception of the District of Columbia and Hawaii, which were special cases, were farm workers covered by Unemployment Insurance Acts, although unemployment insurance for industrial workers had been in effect in the United States long before the Canadian scheme came into effect.

In the United Kingdom and other countries of Europe where farm workers were covered by unemployment insurance, there appeared to be a much greater degree of stability in employment in agriculture than there was in Canada, he said.

Although some of the provincial delegates were of the opinion that there was little interest in unemployment insurance for farm workers on the part of farmers in their provinces, most of the delegates said that their farmers had shown a considerable amount of interest in the matter. This appeared to be prompted by the feeling that if agricultural workers were covered by such a scheme it would be easier for farmers to get the labour they needed.

It was stated, however, that farm organizations that had expressed a wish for the extension of unemployment insurance coverage to agriculture had been inclined to shy away from compulsory participation. Rather they favoured a voluntary scheme.

R. A. Stewart, Canadian Federation of Agriculture, was of the opinion that a separate scheme for agriculture would restrict the movement of labour from one industry to another, and would be undesirable. He also disagreed with the proposal for a voluntary scheme. From his own experience as a farmer, he was convinced that for an agricultural employer to have some of his employees covered by unemployment insurance and others not covered would give rise to serious dissatisfaction, and would in fact be an impossible situation.

It was suggested that some method might be worked out that would enable an industrial worker who was already covered by unemployment insurance, and who wished to take temporary work in agriculture, to continue to make his contributions while so employed. Some simple way might be devised, it was suggested, by which a farmer who employed such a man could register as an employer under the Act through some local authority, such as the secretary-treasurer of the municipality.

It was, however, pointed out by UIC officials present that an industrial worker in insured employment who took temporary work on a farm was already protected under

the Act from being disqualified from coverage in his own industry. If his employment on a farm were to be counted as qualifying service it might have the effect of degrading him from a high-paid to a low-paid category, and thus do him more harm than good.

Mr. Stewart said that the cost to the employer was one of the main stumbling blocks to the extension of unemployment insurance to agriculture.

S.W. Ontario Field Crops Employers' Association

Robert B. Weir, representing the Canada and Dominion Sugar Co., outlined the organization and first year operations of the South Western Ontario Field Crops Employers' Association Ltd. This organization, popularly known as SWOFCA, was formed before the opening of the 1957 season with the two-fold purpose of alleviating the serious shortage of labour which had been hampering the growers of a number of specialized cash crops in southwestern Ontario, and of providing six months steady employment for the workers, instead of the spasmodic employment that had prevailed in past seasons.

The scheme was organized on the same lines as the Michigan Field Crops Association, which had been in operation in the United States for several years. Preliminary discussions began in 1956 between the growers' associations and the sugar and canning companies interested in the venture. The capital required to start operation was supplied in the form of an interest-free loan by the H. J. Heinz Co. of Canada, Libby, McNeill and Libby of Canada, and the Canada and Dominion Sugar Co. SWOFCA was formed by representatives of four growers' associations and the Federation of Agriculture, S.W. Ontario Zone.

The working force at the outset consisted of 300 Portuguese immigrants who were experienced in farm work. Camps were established at Leamington, Chatham, Dover Centre, and Wallaceburg. These camps supplied room and board to the workers at a charge of \$2 a day, approximately cost price. The farmers who were supplied with labour paid \$1 per day per worker as a service charge to the organization. The farmers conveyed the men to and from work. SWOFCA insured the men against injury at work, and on their way to and from work. The workers were paid either by the hour or on a piecework basis. Growers who were not members of the organization were supplied with labour during slack periods, and this helped in maintaining steady employment.

Mr. Weir said that the greatest problem was the high labour turnover. Out of 329 workers, 209 left before the completion of the operating period. A larger membership, he said, would help to make the plan more economical. He added that the plan owed much of its success to the help of the National Employment Service and the Special Services Branch of the Department of Labour.

John Van Raay, a farmer in the Chatham district and one of the organizers of SWOFCA, said that if it had not been for the scheme labour difficulties would have killed beet-growing in that part of Ontario. Before the plan started acreage had dwindled from 40,000 acres to 14,000 acres, and it would have fallen to 8,000 or 9,000 acres if there had been no association. Under the scheme, the area in crop this year had increased from 14,000 to 20,000 acres, and next year acreage might reach 30,000 if labour could be obtained, he said.

In former years growers had often been at the mercy of transient labourers who had been able to extort exorbitant wages by threatening to strike when perishable crops were waiting to be harvested, Mr. Van Raay said. Experience had shown that it was of no use to rely on unemployed industrial workers for a supply of seasonal labour. As an instance of this, he said that an effort to recruit such labour from among unemployed auto workers in Windsor during the past season had resulted in the hiring of 12 only when 300 were sought.

Officials of the Department of Citizenship and Immigration present at the meeting said that one serious weakness of the scheme had been that it had not been possible to find work for many of the workers after the season ended. From the immigration standpoint, a plan that provided only seasonal work was not appealing, and the governments of the countries from which the immigrants came objected to their people being brought to Canada for such work. It was not planned to bring in immigrants for seasonal work next year, they said.

However, they were fairly confident that with the prospect of an easier employment situation next year it would not be difficult to recruit enough labour to allow SWOFCA to operate again. If not, the bringing in of more immigrants would be considered.

Winter Work Program

George V. Haythorne, Assistant Deputy Minister of Labour, briefly reviewed the broader aspects of the winter unemployment program, which is now in its fourth season. The greatest chance of accomplish-

ing results lies in the construction industry, where mechanization has contributed to the feasibility of winter work, Mr. Haythorne pointed out.

Agriculture is another industry which is characterized by much winter unemployment. Logging used to be the one important industry that was looked to to sop up this kind of seasonal unemployment, Mr. Haythorne said. But here increasing mechanization had much reduced the demand for labour during the winter.

He suggested several steps which might help to provide more winter work in agriculture. These were: the carrying out during the winter of more maintenance and repair work on buildings and equipment; work in woodlots, which might include cutting, thinning, and other kinds of work required by good forest management; the use of slack time during the winter in training to develop mechanical and other kinds of skill; and the diversification of agricultural activities.

Provincial Reports

Prince Edward Island—Farmers in Prince Edward Island continued to be faced with a serious shortage of labour during the past season, particularly in the harvesting of the potato crop. The difficulties were increased by bad weather, which threw all operations behind time, and it was necessary to recruit labour from outside the province. To help in the potato harvest, 491 labourers were recruited in Nova Scotia and 249 in New Brunswick. The total of 740 thus obtained from outside the province compares with 379 recruited in 1956. This is the first time that it has been necessary to get a large number of workers from New Brunswick.

In addition to the labour obtained from the two outside sources, 311 workers were placed by local offices, and many school children helped in saving the crop.

A number of immigrants again placed in the province for the most part proved quite satisfactory.

The number of regular farm workers recruited this year again showed a decrease from the previous year. The procuring of efficient farm labour is apparently becoming more difficult each year as the young people continue to be drawn away into industry.

New Brunswick—The numbers of farm workers placed locally this year was less than in 1956, and the number placed outside the province considerably higher, H. F. Stairs, New Brunswick Director of Field Husbandry, said in his report. This reflected the easier labour supply situation compared with last year, and also the effect of the arrival of immigrant labourers.

Out of 717 immigrant workers who arrived in New Brunswick during the 12-month period ending October 31, those placed on farms numbered 130. Approximately a third of this number afterwards left the province. Of the immigrants of recent years now working in New Brunswick, 130 have applied to bring in relatives, indicating that many have become permanently established.

It is expected that during 1958 the farm labour situation will continue to be much the same as at present, with supply and demand about in balance. Although farm wages may be somewhat lower this winter, the high wages likely to prevail in construction, mining, and industry will tend to keep agricultural wages as high as they were this year.

"Mechanization on our farms," the report said, "has reduced the need for farm help, and there has been a slight reduction in the number of occupied farms, thus releasing a number of experienced farm labourers for employment by other farm operators."

Nova Scotia—A very substantial decrease in the lumber output in Nova Scotia during the past season released more men for agriculture than has been the case for the past few years. This, together with the increase in unemployment in the industrial and coal-mining districts of Cumberland, Pictou and Cape Breton Counties, has meant that farm labour has been considerably more plentiful than in recent years, reported S. E. Lewis, Director of Farm Labour for Nova Scotia.

In addition increased mechanization has substantially reduced the need for farm workers.

Immigrants in recent years have been an important source of farm help, but this year the number of immigrant farm workers arriving in the province was the lowest on record. The Nova Scotia Land Settlement Board continued to help immigrants to become established on farms of their own. Quite a number of inquiries were received during the year from British farmers who were interested in emigrating to Canada.

Apple growers in the Annapolis Valley applied for a total of 327 men to help in picking the crop, and nearly all these orders were filled. Fruit growers believed, it was reported, that if it were not for the financial assistance given under the Dominion-Provincial Farm Labour Program in transporting workers to the Valley a considerable portion of the crop could not have been harvested.

Quebec—Farm labour was more plentiful in Quebec this year than in 1956 but

it was necessary to recruit labour from a larger area and to organize larger movements of farm labour than last year, it was reported by Alex J. Rioux, Director of the Quebec Farm Labour Supply Bureau. The number of persons placed by the Day-to-Day Farm Labour Centre, which operated for the fourth successive season, was 416 compared with 773 last year; and the number of employers supplied with workers, 130 compared with 162.

The demand for sugar-beet thinners was larger than last year. In co-operation with the National Employment Service and the employment service of the sugar refinery, the Bureau arranged the placement of 430 workers, compared with 194 in 1956. It was necessary to go to 10 counties of the province to recruit these workers, instead of to only two or three as in the past few years. Fifteen Indians obtained from the Restigouche Reserve proved to have little aptitude for the work, and after a few days they asked to be sent back to the reserve.

A continuation of the policy of the past several years resulted in the placing of 30 high school students and teachers with fruit growers in Ontario.

In exchange for 47 tobacco curers from the states of Carolina and Virginia, who worked in the Joliette district, and for 122 apple pickers from just over the border in Vermont, who worked at nearby Frelighsburg, 240 apple pickers were sent to the states of New York and Maine.

Ontario—A survey conducted by agricultural representatives early in 1957 indicated that, while there was still a demand for good year-round labour on dairy and general farms, farmers in Ontario were inclined to resort to the use of labour-saving machinery to reduce the need for hiring labour rather than to depend on unskilled labour.

The report delivered by R. G. Bennett, Assistant Director of Extension, Ontario Department of Agriculture, also referred to a tendency towards an increase in the size of farms, accomplished by combining smaller farms into one unit. This, it was pointed out, makes available suitable living accommodation for married workers.

Another trend mentioned in the report is that, especially in highly industrialized districts, farmers are inclined to take employment in industry, and to work their farms as a secondary occupation.

There was again a keen demand for suitable labour to handle the flue-cured tobacco crop. A deterioration in the crop in the latter part of the season, however, reduced to 2,700 primers and 1,305 curers the number of experienced U.S. workers needed to

supplement the Canadian labour force. Work in connection with this crop involves about 15,000 transient labourers, and the provision of this force entails the largest single movement of labour within the province.

Manitoba—The heavy inroads in the agricultural labour force made by the demand for construction workers in Manitoba led to the bringing in of agriculturalists and other workers from the United Kingdom and Europe. This was helped by the institution of an air-lift to Western Canada.

Many of the immigrants were very satisfactory, and experience warrants the continuation of efforts to obtain immigrants for farm work, it was reported by H. R. Richardson, Director, Farm Help Service, Manitoba Department of Agriculture and Immigration. Altogether 193 British immigrants and 261 from other countries of Europe were recruited for farm work during the past season. Experience with Hungarian refugees, none of whom was an agricultural worker, was that although farmers were willing to employ them, only a small number were absorbed into agriculture.

Demands for labour from sugar-beet growers were all met, with less difficulty than had been expected.

Local offices of the National Employment Service gave valuable help in supplying labour, their placements up to September 30 reaching almost 1,000.

The marked increase in the raising of beef cattle may be an indication of a trend towards greater diversification in agriculture, with a correspondingly stronger demand for permanent help.

Saskatchewan—"One of the major factors tending to avoid peak periods of labour demand for harvesting is a definite trend on the part of farmers to employ more farm labour on a yearly or semi-yearly basis, said L. J. Hutchison, Director of the Farm Labour Division, Saskatchewan Department of Agriculture.

He said that some farm labour placement officers in NES offices are encouraging this plan, and that more could be done in this direction in some zones. The Regina NES local office placed 442 workers on farms in that zone during the March-June period, and in addition 238 married couples have been placed on farms under a two-year contract with farmers. This total of 680 placements compared with 387 placements of harvest labour in August and September.

Wage agreements with single workers are on two plans: \$125 to \$150 a month, plus \$2 to \$5 bonus at harvest time; and \$135 per month with no bonus at harvest time.

Married couples are hired on a yearly basis of \$1,800 per year, with an additional hourly wage to the housewife for work she may perform in the employer's home or farm.

For sugar-beet work in the Lethbridge district of Alberta, 254 Indian workers from reservations in Saskatchewan were recruited. Very few workers were sent to Ontario for haying and harvest work, and no berry pickers were sent to British Columbia this year, as there seemed to be enough workers available in that province.

Alberta—"The general demand for farm workers throughout the season has been very light. While it may be difficult to state reasons in definite terms, the generally poor crop conditions, coupled with a shortage of cash in farmers' hands with which to pay wages, may have been contributing factors," reported F. H. Newcombe, Director of Agricultural Extension Service, Alberta Department of Agriculture.

The total of 395 immigrants, including 75 children and 320 workers, is nearly double the number introduced to the best fields last year. These also constitute the most popular workers from the standpoint of the growers. It should be added, however, that these immigrants did not come by arrangements with the Farm Labour Committee. There is a gradual increase in mechanization, particularly with respect to harvesting, and there is evidence that eventually all beets will be harvested in this way.

Indian sugar-beet workers from Saskatchewan and Alberta "are becoming generally more acceptable to growers and no difficulty is experienced in placing them," the report said.

Mr. Newcombe emphasized that, although the farm labour supply situation was such that farmers were able to manage without being acutely hampered, it could not be said that the supply of labour on farms was really adequate. Production had not suffered, but farmers and their families were working unreasonable hours and were drawing on their health and strength to a greater extent than workers in other industries. If the farming industry were able to achieve "parity" with the rest of the economy, and farmers consequently had the money to hire more labour, a much larger demand might be looked for.

British Columbia—For the first time for several years there was a surplus of farm labour throughout British Columbia, which relieved the pressure for seasonal help in harvesting the fruit crops. This reversal of the situation compared with 1956 is attributed to immigration and to the freeing of labour from other industries. The report was drawn up by G. L. Landon,

Director of Agricultural Development and Extension. Mr. Landon, however, was not present at the conference, his place being taken by J. B. Moen of the B.C. Department of Agriculture.

Requests for the importation of Mexican labour came from several growers' associations, and as a result a survey was made

in April and May and a report prepared on the importation of Mexican labour to the United States. A copy of this report was attached to the provincial report. However, no labour was imported from Mexico, and considering the farm labour situation which developed in the province, this proved fortunate.

Prejudice and Discrimination

Department presents series of five talks on prejudice, particularly as it affects employment, over weekly "Canada at Work" radio program. Texts of first three broadcasts printed here, other two in next issue.

A series of five talks on prejudice and discrimination, with emphasis on their effect on employment, was presented last month by the Department of Labour over 84 Canadian radio stations.

The talks, by five prominent Canadians, were broadcast on the Department's weekly program, "Canada at Work". The first was heard during the week of November 17 and the last one during the week of December 15.

The speakers and the titles of their talks were: Hon. Michael Starr, Minister of Labour, "Job Justice—We Can't Turn

Back"; Prof. Marcus Long, University of Toronto, "The Roots and Causes of Prejudice"; Frank H. Hall, Chairman, CLC Human Rights Committee, "Fair Employment Practices—A Good Beginning"; Herbert H. Lank, President, Du Pont Company of Canada (1956) Limited, "Is Fair Employment Good Business?" and Rabbi Abraham L. Feinberg, Holy Blossom Temple, Toronto, "Prejudice—A Spiritual Pestilence".

The texts of the first three talks are reprinted below. Texts of the remaining two will appear in the February issue.

Job Justice—We Can't Turn Back

Hon. Michael Starr, Minister of Labour

The spread of enlightenment and the growth of democracy in the Western World are developments which began many years ago... The two developments—the spread of enlightenment and the growth of democracy—are complementary to each other. When one of them has taken place in advance of the other, then it has usually brought a demand for the other. This is specifically true if the spread of enlightenment comes first—it is bound to be followed by a demand for democracy. History has shown, for example, that if people in the so-called lower classes acquire a knowledge of the rights and advantages of the privileged classes and the manner in which those rights and advantages are acquired and maintained, then they are certain to demand the same things for themselves...

Another development which took place many years ago and which also has a bearing on our present problem was the increasing contact of western countries with people of other races, as well as between the Western countries themselves. This development came following the improve-

ment of methods of travel and communication between one part of the world and another. Previous to this development, it was not too difficult to maintain the intellectual position that people of other races were inferior merely because they were different. Hence, one group might be regarded as inferior because they practised a strange religion; another because their skins were of a different colour. However, as the increasing contact between the different races continued, many of these beliefs became so absurd that they could not be maintained without the believer appearing quite foolish. The idea that a person was inferior because of his strange religion became difficult to uphold when, for example, it became obvious that many of his characteristics indicating inferiority had nothing to do with religion, but were caused instead by poverty, hunger, or some other factor.

The same thing applied to the idea that people were inferior because their skin was brown or black. It soon became obvious that they could do all of the things white

people could do when they were taught the necessary techniques, and that they were just as intelligent as anyone else if given an equal chance.

The interesting thing about all this, as it affects the present, is that we tend to think of these developments as something which took place years ago. We tend too much to think of democracy as something that became complete when we obtained the right to vote. However, that is not quite the case. These developments are still going on. In many of the western countries, especially in our own, democracy is still growing and it may be necessary for that growth to continue for some time. People in the minority groups may have achieved the right to vote, the right to free speech and so on, but unfortunately there are still many cases where they have not achieved the right to equal treatment in such things as housing accommodation, access to public places such as hotels and restaurants, and the right to an equal opportunity in employment.

The right to vote is very basic, but some of these other things are very important too, and unless they are shared equally by people of all races, religions and national origins, then we are quite safe in saying that democracy in Canada has a lot of growing to do.

Another very important point in the consideration of this problem is that you cannot deny employment justice to a man, when, because he is living in a democracy, he has a whole list of other rights, and, because he is a reasonably enlightened man, he knows how to use those rights to further his case.

When the opponents of fair employment remain unconvinced by all the other arguments in its favour, then I still maintain this one essential, basic point: *we can't turn back the clock*. It was a very long time ago that democracy started and it has come a long way. However, the essential thing to remember in considering the problem before us is that our contact with other races is still increasing, enlightenment is still spreading, and democracy is still growing, and to try to stop it is like Canute trying to hold back the tide.

For a minority worker the right to compete on a fair and equal basis for whatever employment opportunities are available is a very important thing, and you can be certain that he will fight just as hard for that right as our ancestors and his fought for the ones we already enjoy. He is no longer willing to bow and scrape.

The hard facts of this situation have been very much in evidence in North

America recently, especially during the years since the war. We have found it necessary to pass legislation to guarantee minority workers the right to fair employment. In the United States a large number of fair employment laws have been put into effect and, I understand, they are working very well to solve a discrimination problem which is much greater than any we have in Canada or ever hope to have. In our own country the Canada Fair Employment Practices Act went into effect more than four years ago. The Act applies to employers in undertakings under the jurisdiction of the Dominion Government and to trade unions representing workers employed in those undertakings. Some of the specific industries covered are shipping, navigation, railways, canals, telegraphs, airlines, banks, and radio and television broadcasting. Under the Act, an employer is forbidden to refuse to employ a person or to distribute against an employee because of his race, religion, colour or national origin. An employer is also forbidden to use an employment agency which practises such discrimination or to use discriminatory advertising of employment vacancies, or to use discriminatory questions, written or oral, in connection with employment applications. The Act also forbids discriminatory practices by trade unions in regard to union membership and employment.

Fair employment laws of a similar type have also been passed by the legislature of the provinces of Ontario, New Brunswick, Nova Scotia, Manitoba, Saskatchewan and British Columbia.

These laws are known in the legislative world as educational laws. Of course, all laws are educational to some extent, but these are a little different. The expressed purpose of most fair employment laws is to eliminate discrimination through educational methods if this is at all possible. It is only when the educational methods fail that the legal machinery to punish the offender is put into operation.

From the viewpoint of the administrator of a fair employment law, I must say that the more I see of patterns of discrimination and prejudice, the more I think that education in one form or another is the most necessary thing. I know that there are large numbers of companies in Canada where a fair employment policy is the rule because it has been insisted upon by management for some time. There are other cases where there is an official policy within the company of outright discrimination. However, these are certainly in the minority, and I think that it is a very small minority. There is a much larger

group, in my opinion, in which there exists the regrettable situation that the company just does not have a policy as far as discrimination is concerned. The trouble with this group is that because there is no official policy, unfair employment practices are often going on unofficially without the president of the company knowing much about it. It may be on the level of the junior personnel officer or the bigoted clerk, but from the point of view of the minority worker who is barred from employment it is a policy and it is effective.

Obviously, it is possible for such a situation to exist without the president of a company knowing about it. In such a case the educational method required is quite obvious. It is merely necessary for the president to lay down a fair employment policy and to insist upon it being observed. Experience under various fair employment laws has shown that when such a course of action is taken by the president it invariably works. Employees, including employees who are bigoted on matters of race, religion and national origin, invariably do what they are told to do by the president in policy matters of this kind. Obviously, in most companies they would need to obey the president or they would be looking for employment elsewhere.

One of the most important problems faced by the departments of government which administer fair employment laws is the problem of getting the victims of discrimination to come forward with their complaints. It has often been noticed, especially in industries where discrimination has been known to exist for a long time, that complaints are not brought forward even though the existence of the fair employment law is well known. There are several reasons for this. Most people just seem to want to go about their daily business with as little fuss and bother as possible, and therefore, when they encounter discrimination they merely say to themselves, "It is there, it has been there for a long time, and there doesn't seem to be much we can do about it".

Another reason many people avoid making a complaint is that they are afraid of becoming involved in legal proceedings. There is also the fear that the offending employer may retaliate against them in one way or another. To minority workers in this situation, I would say first of all that the Canada Fair Employment Practices Act contains a clause which specifically protects a person bringing forward a complaint against retaliation of any kind that may be taken against them as a result of that complaint.

You should remember that the prompt filing of complaints under fair employment laws has been known in many cases to bring about major changes in the employment policies of the industries affected. This, of course, is a real benefit to the minority workers concerned. In other words, I would say that these fair employment laws can in such situations be a direct benefit to you, to your family and other members of your minority group. No one wants to go around looking for trouble, and as the head of the department which administers the Canada Fair Employment Practices Act, I would not want to say that I was looking for more complaints—except in cases where the complaint is based upon a real grievance.

If you have good reason for believing that you have been discriminated against, and especially if the industry concerned is one in which discrimination is a matter of common knowledge, I assure you that the complaint will be promptly investigated and followed through to a just conclusion.

In this connection I would also like to mention that if you were to get in touch with representatives of organized labour to discuss with them the possibility of making a complaint, you are likely to find that they will be very helpful to you. In many parts of Canada there are in existence special labour committees which have devoted a good deal of time and effort to problems of prejudice and discrimination and which have done some very valuable work. These people have experience in this field and many of them are certainly well qualified to advise you.

Finally, I would like to say that much has already been done towards the elimination of discrimination in employment under the Canada Fair Employment Practices Act. When the influence of various provincial fair employment statutes is added to this, it must be quite considerable. Speaking for the Dominion field, I can say that the Canada Fair Employment Practices Act has worked, mainly because of the elements of persuasion which are included in its provisions for conciliation. So far it has not been necessary to carry any of the complaints which have been registered beyond the conciliation stage. The settlement of these complaints has not only brought about an improved situation in the industries concerned, but other situations which would have been the cause of additional complaints if it were not for the influence of the Act have been avoided.

The number of cases investigated under the Act has not been large, but the long-term effects of some of these cases should

not be underestimated. In some areas where prejudice and discrimination have in the past given rise to very difficult problems, new patterns and precedents have been established, breaking through the old barriers. Unfair employment practices no

longer have the strength they once had in Canada, and I firmly believe that the avenues of the future should be increasingly open to employment policies which are more in accord with the ideals of freedom and democracy in Canada.

The Roots and Causes of Prejudice

Prof. Marcus Long, University of Toronto

If by prejudice we mean the closed mind, the refusal to give a decent hearing to views with which we disagree, then we must recognize that prejudice is very much with us today. There are very few people who make any serious effort to understand the views of their opponents. There are far more who want to silence them.

I hasten to point out that this is nothing new. Giordano Bruno was burned to death in 1600 for ideas which would not raise an eyebrow today.

The history of science carries, besides the record of human triumph, the record of human prejudice, the story of the closed mind. The Copernican theory and the Darwinian theory are two outstanding examples of scientific insights which stirred up wrath. I must point out that this prejudice was not limited to the uneducated; some of the major opponents of scientific progress were scientists and philosophers. Prejudice is not a monopoly of any particular group.

Several important books have been written on this subject. Some of my listeners may be familiar with the delightful fictionalized account by MacKinley Kantor of the development of medicine in the nineteenth century entitled "The Century of the Surgeon". This book was not intended as a record of prejudice and yet it is that. Each of the great advances in the field of surgery, including such simple suggestions as washing the hands in chlorinated water before examining or operating on patients, was derided and violently opposed by medical men. And who can forget the tragic but heartening story of the treatment given to Florence Nightingale during the Crimean war for instituting the measures we now take for granted from nurses.

But I'm not supposed to speak about prejudice as the closed mind against ideas. I have been asked to speak about the other sort of prejudice which is reflected in discrimination, the prejudice of people against people, the prejudice we find in Little Rock.

This sort of prejudice is not a modern invention. Prejudice against others is as old as history and likely as old as man. It would be difficult to find anyone not infected by it.

The people of India, for instance, who like to talk about the sufferings of coloured people under the rule of whites, have long suffered from caste distinctions within their own borders.

It is true that the government of India, like the Government of the United States, is opposed to such discrimination. Unfortunately, the attitude of the Indian government cannot affect the way people think and the persons, like the untouchables, who suffer from discrimination are not likely to get too much consolation from the thought that the Prime Minister of India doesn't like the way they are being treated.

I emphasize that such discrimination is nothing new. The Athenian aristocrats despised the artisans and slaves. The early Hebrews seemed to despise everybody. Even the Apostle Peter was reluctant to preach the gospel to the Gentiles whom he considered unclean, and if the spread of Christianity had depended on him, Christianity would have died shortly after its birth.

If we are agreed, as I am sure we are, that prejudice is a very old and a very widespread emotional disease, we may turn to some of the reasons for its existence. Here I cannot offer anything original nor can I give an adequate statement of learned opinion on the subject because of the pressure of time. A few suggestions will serve.

There is no doubt that one of the major reasons for prejudice is ignorance. This is most obvious if we think of the prejudice against ideas. The most vicious attacks against any system of thought are usually made by those who have never taken the time or given the effort to make a sympathetic appraisal of what they are attacking.

Again I hasten to point out that I am not expected to discuss prejudice in terms of ideas but only prejudice against persons.

I'm quite sure that much of this is also based on ignorance. That is why travel is so important. Actual contacts between people can do much more to eliminate personal prejudice than a multitude of sermons.

In 1948 I had the privilege of bringing some Norwegian and Dutch students into contact with some Germans. The first week of the contact was as tense as anything I can recall. The Norwegians and the Dutch could only see in the Germans the people who had killed so many of their friends and caused so much suffering to themselves. Gradually barriers were broken down and contact established. The prejudice based on memory vanished before the reality of contact. Before the summer was ended one Norwegian, for instance, who had come to our gathering with the intention of hating the Germans, was engaged to a German girl.

Ignorance is a fertile source of prejudice. When you get to know Germans, Italians, Hungarians, Africans, Indians and other peoples, your imaginary pictures are sure to be changed for the better.

Of course it won't always work this way. Knowledge sometimes brings disillusionment. I can still recall the shock of watching two young men just outside Naples in Italy, young men obviously in the best of health and in their early twenties, walking nonchalantly along beside a woman who must have been in her sixties carrying a heavy piece of furniture on her back. This, I'm afraid, was typical of the treatment of women in that part of the country. I'm quite sure also that I should have difficulty appreciating the way of life of the underdogs in Middle East countries.

Some disillusionment is bound to happen. You have met Irishmen who were not witty and Scotsmen who were not tight; I mean in money matters. Usually, however, knowledge adds to finer appreciation. I suspect that if you tried to contact Jews and Negroes and all sorts of other people you would find that many of your prejudiced opinions have no justification. Surprisingly enough you can find all sorts of nice and horrible people in all of these groups.

Here I cannot resist injecting a personal note. So often when people speak out against racial discrimination the prejudiced listener replies "Your deeds don't match your words, you would not want to live beside Jews or Negroes". Now it happens that I have spent most of my time in Toronto on two streets. My neighbours on the first street, moving towards the west, were Scots, Italians, Japanese and Jamaicans, in that order. On the East

there were Greeks, French-Canadians and others. When I moved to my present home there was a Chinese family right across the road, and a Jewish family a few doors down. So far as I have been able to discover over the years, they have not infected my family with any social diseases, ruined their character or made my home an unsuitable place to live in. The little Jewish girl and my younger daughter play together and, on occasions even sleep together. They fight and make up like any other children.

This, I must confess, is quite different from what life was like in Belfast where I used to live. For in that city no Roman Catholic dared to live on a Protestant street and no Protestant dared to live on a Roman Catholic street. And bitterness was everywhere.

But enough about ignorance. The second reason for prejudice is fear, the fear that a minority group may swamp a majority group.

This is the only reason I can think of for the violent religious persecutions of the past, both protestant and catholic. Even though both groups claimed the assurance of God that not even the gates of Hell could prevail against them they refused to take any chances.

Fear is a very pervasive thing in all realms. The trades unions are not free from it. The leaders of the labour movement are among the most forceful of those who fight against discrimination on the basis of race, creed or political faith. Yet they have been unable to overcome the fear of many workers that D.P.'s and Hungarians would do Canadians out of jobs. It has been depressing to hear the criticisms that have come from working circles against the former Canadian government for giving a haven in Canada to Hungarian freedom fighters.

Fear, combined with ignorance, is at the root of the trouble in the Southern United States. Commentators have noted that the people with least prejudice are the people with secured positions or secure incomes. The so-called "white trash" are understandably afraid that the emancipated Negro might well threaten what economic security they have.

The third reason and the one I have been working towards is pride. Pride is not only a cardinal sin, it is, by any reckoning, the main basis for prejudice. It must also be noted that on occasions pride is a good thing.

No social group can endure unless its members are proud to belong to it. That is as true of a nation as it is of a service

club. That is why we expect our schools and churches to bolster our national pride.

It is unnecessary to dwell on this point. The Scotsman has a sense of superiority, the Irishman has a sense of superiority, the Englishman has a sense of superiority, the French-Canadian has a sense of superiority. And so we all want legislation to protect our culture and our traditional institutions.

Now, it is obvious there is much merit in this attitude. A society, an ethnic group or a nation cannot maintain itself unless its members believe in it and are proud of it. They must oppose any attempt to change its character which is not rooted in their own volition. That, after all, is the basis of defensive war, the basis of the tribute we paid to heroes of former wars on November 11th.

Yet a sensible man ought to examine the basis for his pride. For the pride that maintains the unity of the nation may well mean a barrier to its progress.

Imagine an angel or a visitor from Mars examining the nations of our contemporary world. I think they would be surprised at the citizens of Saudi Arabia or Egypt or Morocco excluding ideas and assistance from outside because of their national pride, their sense of superiority.

Pride is necessary. It can also be dangerous. It is dangerous when it becomes the basis of cruelty and injustice. The white people of the Southern United States are proud to be white. As a result they have been known to torture and lynch their fellow-Americans whose skin happened to be black. Many of these whites are presently resisting the law of their country to prevent coloured students from attending white schools.

There can be no justification in law or morality or religion for such actions. This is a false use of pride.

We fall into the same trap when we assume that our group is so superior to another group that it should be discriminated against. There is no justification for

that. We must learn to respect differences and learn to live with them.

Since time is fleeting, I shall state my position bluntly. Prejudice and the personal discrimination which follows it are usually based on ignorance, fear and a distorted pride. This is hardly the basis for a sound approach. There are good and bad people in every religious, ethnic or political group. To distinguish between people simply on the basis of their religious, ethnic or political affiliations is as absurd as the action of the doctors who once refused to wash their hands before performing an operation.

If you must be prejudiced, and all of us are, base your prejudice on sensible grounds. Do not assume that because a person has a different coloured skin or disagrees with you on religious questions or happens to hold different political opinions that he is not a good Canadian or a good neighbour. There are better tests.

And do not raise your children on such absurd beliefs. For this, after all, is the major source of prejudice. Give them a chance to mingle with children who come from homes which represent different religious faiths, political opinions and various ethnic groups. Such contacts will not hurt them unless you have poisoned their minds.

This is so necessary in Canada which is still, because of language differences, two nations under a single federal government, a group of varied nationalistic memories that have not yet risen beyond the pride of the past, to add the richness of their various cultures to the culture that will be Canada's.

If we must have pride let it be pride in Canada and not merely in a splinter group, if we must have fear let it be directed to those outside our boundaries. But let us have an end to ignorance, particularly within our own country. There is no proper place in Canada for discrimination based on prejudice.

Fair Employment Practices—A Good Beginning

Frank H. Hall, Chairman, CLC Human Rights Committee

The Canadian Fair Employment Practices Act has been on the statute books since May, 1953... Among other things, the law says in its section 4, under the heading "Prohibited Employment Practices":

No employer shall refuse to employ or to continue to employ, or otherwise discriminate against any person in regard to employment or any term or condition of employment because of race, national origin, colour or religion.

No employer shall use, in the hiring or recruitment of persons for employment, any employment agency that discriminates against persons seeking employment because of their race, national origin, colour or religion.

No person shall use or circulate any form of application for employment or publish any advertisement in connection with employment or prospective employment or make any written or oral inquiry in connection with employment that expresses either directly or indirectly any limitation, specification or preference as to race, national

origin, colour or religion unless the limitation, specification or preference is based upon a *bona fide* occupational qualification.

Whether through ignorance of the law or otherwise, there have been serious violations of these anti-discrimination provisions by some employers. There has been complaint, too, of some administrative functions, such as job referrals by local offices of National Employment Service.

Many years ago *Maclean's Magazine* published an article on a test which was tried on 47 employers. Two young women with almost identical qualifications were selected to answer advertisements for stenographers, typists, bookkeepers and filing clerks. One girl took the name of Greenberg, the other the name of Grimes. Forty-one of the forty-seven employers offered appointments to Miss Grimes. Only seventeen out of the forty-seven offered an appointment to Miss Greenberg.

More recently two labour committees on human rights, one in Vancouver and one in Toronto, made small studies on the extent to which the Fair Employment Practices Act was being complied with by private firms in their employment application forms. In Vancouver the committee found that 63 per cent of the companies asked questions about the applicant's nationality, 70 per cent asked his place of birth, 18 per cent asked his religion and 14 per cent asked his racial origin. These questions are deemed illegal under Fair Employment Practices legislation.

In Toronto, the committee found some 30 per cent of the firms—and these included insurance companies, banks, and manufacturing companies—had illegal questions on their job application forms. The committee also found that in three out of four placement agencies, the employer was usually told by the agency personnel the ethnic, racial or religious extraction of the applicant.

Understandably these are small, very limited studies. But they provide an indication of the extent to which Fair Employment Practices laws are violated, and also of the lack of knowledge of the general public of the existence of anti-discrimination legislation.

We realize that, in a country as large as Canada, with its great number of minority groups, discrimination may operate against different minority groups in different areas. In the Maritimes, the discrimination against Negro job applicants is perhaps the most serious problem. In Central Canada discrimination may be directed against Jews and New Canadians, as well as against Negroes. In the Prairies,

Indians who leave the reservations to participate or who attempt to participate in outside community life may constitute the No. 1 problem in this field. On the West Coast, Chinese-Canadians and Japanese-Canadians are probably more affected by discrimination in employment than in other areas.

These are the problems which could be the subject of a research program and which should be studied by the government agencies administering fair practices laws.

Education is another area that should be examined more closely. The federal Department of Labour has made available some excellent pamphlets and booklets on the legislation and its operation. This radio series is another example of its educational program. But the provincial governments, and there are six at present with Fair Employment Practices laws, have provided no educational material whatsoever, except perhaps a copy of the law that was enacted. The provincial agencies administering Fair Employment Practices laws should be prepared to obtain and make use of common educational material—if it were available to them. At least some discussions on the subject would be of advantage to both federal and provincial agencies. We would like to see such a meeting arranged. The result would be more information, interestingly prepared, on the problem of discrimination in employment and fair practices laws, made available to wider sections of the Canadian public than has heretofore been the case.

In such a project the experience of the National Employment Service, which handles more than 1½ million job referrals a year, should not be overlooked. It would be worthwhile to send a questionnaire to the 1,500 referral officers of the National Employment Service to determine what experience they have had with this problem...

Federal Fair Employment Practices complaints, since the Act went into effect in 1953, have involved four types of discrimination:

One: the use of discriminatory questions in the employment application forms of firms under federal jurisdiction. These questions were usually dropped and new forms instituted when the matter was brought to the attention of the firm. Only in one case, where the supposed powers of the head of a government agency were challenged, was there any difficulty. The questions complained of were finally revised—after the case had been on the books nearly two years.

Two: the denial of employment to applicants from minority groups. The complaints in this category are not very numerous. Where they have occurred they have been quickly settled by the conciliation and persuasion method. In British Columbia there were complaints about a telephone company's attitude and hiring policies towards Japanese and Chinese-Canadians, particularly for telephone operators. The management denied the charge and shortly thereafter employment ads for the company appeared in the Chinese and Japanese language press. In one case a branch bank manager in Victoria turned down a Jewish applicant for a position in the bank. In another case, a bank manager in Winnipeg had circulated a letter to high school principals in the city on the employment opportunities in banks.

Three: the denial of promotion to qualified applicants from minority groups. In almost all cases, complaints under this heading have been against railroads, and involved charges of discrimination because of colour. The cases against a railway for denial of promotions to qualified porters who applied for sleeping car conductors jobs were settled after considerable discussion and resulted in the historic hiring of the first Negro sleeping car conductors on Canadian railroads.

The Canadian Labour Congress and its Human Rights Committees hold that the test of employee eligibility should be ability of the applicant to do the job efficiently. This, surely, is the intent of the law. Refusal of job referral, or employment, on ground of colour, race or creed violates that intent and outrages the sensibilities of the individuals concerned as well as of all well-meaning people.

An encouraging feature is that the great body of employers want to comply with the law. Employment application forms which formerly required statement of racial origin and other such objectionable particulars have been changed to conform with the statute.

Quite recently the National Committee met with the Honourable Michael Starr, Minister of Labour, and certain of his departmental officers, for a broad discussion of prohibited employment practices and incidents related thereto. We were assured of the Government's intention to strictly enforce the law and related regulations, these being administered by the Department of Labour, and we are consequently confident of full official cooperation and ultimate success of the purposes of the legislation.

The brief we submitted to the Minister requested government support for the

strongest type of international instrument to outlaw discrimination in employment. A proposed Convention in this field is now being considered by the 87 members of the International Labour Organization. A Convention enacted by the ILO and approved by the respective governments has the effect of an international treaty.

We expressed to the Minister our feeling that an effective international instrument to promote equality of job opportunity and to eliminate discrimination in employment would help to protect and advance the welfare of all workers regardless of considerations of race, colour, religion and nationality. We said that Canada, as the only country with nation-wide fair employment practices legislation, as well as provincial anti-discrimination laws, has a wealth of experience to offer in any discussion of an international instrument in this field. We urged that the Canadian Government give support to the strongest form of international action to outlaw discrimination in employment, and that this would mean support of a Convention advocating the general principles of fair employment practices, in addition to the support given a Recommendation embodying the specific methods for implementing the Convention.

The Congress Committee on Human Rights has also requested that the Government set up a Citizens' Advisory Committee for the purpose of more effectively implementing the Canada Fair Employment Practices Act. The Minister of Labour has said that he will call a meeting of this character before the end of the year, and we are hoping that there will emerge from this an advisory committee on a permanent basis. Such a committee would no doubt be representative of all interested parties. We expressed to the Minister our feeling that in this legislation, where so much emphasis is placed on education, persuasion and conciliation to secure compliance, a Citizens' Advisory Committee can serve a valuable function. The establishment of an advisory body would make available to his Department, on a regular basis, the experience of community, church, labour and employer organizations in dealing with problems of prejudice and discrimination. It would afford the interested non-governmental bodies an opportunity to meet with the Department, to discuss such matters as the special problems of discrimination which might exist in certain occupational or geographic areas of employment: new and more effective methods of providing information on fair practices legislation to the public, and the assistance

of voluntary agencies in furthering the elimination of discrimination.

As all men are equal in the mind of the Creator, and equal before our laws, so must they have equality in our social, industrial and economic life. This is implicit in the Fair Employment Practices Act.

Canada is still a young country, already great in the eyes of the world, respected by all. No one can doubt that its destiny is to become even greater—to be a leader among the nations, accepted as such by peoples of all colours, races and creeds because of the example we will have set within our own community and lives.

2nd Annual Convention of the Quebec Federation of Labour

Delegates defeat attempt to give Executive Committee power to call general strike but call for granting of freedom to strike to public utility workers and for unconditional financial aid to universities

The Quebec Federation of Labour held its second annual convention at Montreal from November 14 to 16. The first convention since the merger of the Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions last February, it brought together 521 delegates representing 254 local unions and 11 labour councils.

The convention rejected a resolution that would have given the Executive Committee power to call a general strike in the province but called for the granting of the right to strike to public utility workers.

It also called for increased assistance to universities as well as for free education at all levels.

A five-point declaration of principles, including political action, was submitted to the delegates but, because of lack of time to study it, was referred to the Executive Committee.

The Canadian Labour Congress, with which the QFL is affiliated, was represented by its President, Claude Jodoin, Executive Vice President Gordon Cushing and Secretary-Treasurer Donald MacDonald, all of whom spoke during the proceedings.

Roger Provost was unanimously re-elected President, but Treasurer Roméo Mathieu was defeated by Eucher Corbeil.

The convention opened under the joint chairmanship of Miss Huguette Plamondon, President of the Montreal Labour Council, and Louis Laberge, President of the Montreal Trades and Labour Council.

Mr. Laberge welcomed the delegates; then Miss Plamondon, who is also a Vice President of the CLC, urged them to be realistic during the proceedings, claiming that "the very survival of trade unionism is being threatened" in the province of Quebec.

"We have only to analyze Murdochville and Drummondville," she declared, "to come to the conclusion that freedom of association and the right to strike, for all practical purposes, do not exist in Quebec."

Then she added:

We agree that trade unionism, in its every-day struggle, must cope with economic problems; that is normal. It is the role of trade unionism to fight for its members. But we do not admit that, in a democratic system, fundamental freedoms such as the exercise of the freedom of association and the right to strike, even though recognized under the law, can be denied to the workers of the province.

According to Miss Plamondon, political action is "the sole and unique solution".

Roger Provost

Roger Provost, President of the Federation, declared that the labour movement must transcend the standard limits of an exclusively economic struggle, since the political factor comes up more often in the economic development and broadening of the labour movement and the labour movement has a collective duty in the political field.

Speaking at the opening session of the convention, the President suggested it was time to arouse the political conscience not only of organized workers but also of farmers.

While calling for political education, the speaker did not go so far as to suggest electoral political action. He called only for popular demonstrations "so as to bring the general public to take definite stands".

Besides this, Mr. Provost gave the delegates to understand that the Canadian Labour Congress, the national organization, is seriously studying the problem of political action. "During the next few months,"



Officers for 1957-58 of the Quebec Federation of Labour (CLC): (left to right) Eucher Corbeil, Treasurer; Roméo Girard, Secretary; Roger Provost, President; Pat Burke and Edouard Larose, first and second Vice Presidents, respectively.

he said, "there will probably be a further taking up of positions on the national level, offering a framework within which our action could be guided on the provincial level."

The QFL President protested the denial of freedom of association in the province, and declared:

Freedom of association is a natural and sacred right. To deny it is to deny that the human being is a sociable being, to deny to the members of society freedom to unite to defend their rights, their opinions, their creeds. Denial of freedom on the social or economic level leads, sooner or later, to denial of political freedom, and it is the shortest road to dictatorship with all its inhuman, anti-social and, I might add, anti-Christian features.

Mr. Provost stated precisely that the labour movement will shortly have to find means "to enlighten all the people on this point, so as to create a strong enough public opinion to force those responsible to give the workers direct and unfettered freedom of association".

The President also protested against the wrong use of conciliation and arbitration boards.

After recognizing the advantage of these boards, whose purpose it is to bring the two parties to enter into an agreement and to ensure industrial peace, Mr. Provost stated:

However, when conciliation and arbitration boards simply become investigation boards or, still worse, when they become

politically governed organizations and are used to destroy trade unions by dilatory means, we must then ask ourselves if compulsory arbitration is a solution and a sign of industrial peace, or rather a dungeon where trade unions that have by chance been certified are slowly but surely put to death.

Mr. Provost maintained that conciliation should be voluntary, claiming that "real efforts" would then be made to come to an agreement.

He also declared himself against the present method of appointing conciliation board chairmen, and stated:

As long as the parties concerned are unable to select a chairman other than a political nominee, from lists drawn up by employers' and trade union associations and by university groups, men of good faith, whether they represent management or unions, will not believe in the usefulness of these boards and will even contest the validity of their existence.

In conclusion, the President warned the convention that "we must maintain our economic demands as our first aim, and avoid stepping from disastrous abstention into disorderly action which aims only to be spectacular and contains nothing positive nor conclusive".

Claude Jodoin

Claude Jodoin, President of the Canadian Labour Congress, appealed to Canadian authorities to create a labour code which would be uniform all over Canada.

Collection for Murdochville

A collection taken up among the delegates to the convention made it possible to accredit the President of the United Steelworkers of America at Murdochville, and swelled the Murdochville relief fund.

Prevented from speaking because his union was behind with its dues, the President, Théo Gagné, was helped by his fellow-delegates, who collected \$264.08; of this sum, \$229.08 will go to the relief fund, for which it is hoped to collect \$50,000 to help the widows of two strikers who died during the strike.

It was the President himself, Roger Provost, who suggested a collection to pay off the Murdochville local's dues.

Speaking at the opening session of the convention, the CLC President stated that provincial differences, in matters of labour legislation, were such that organized labour "hardly knew where it stood".

Commenting on the successes achieved in recent years, he said that if a federal social health plan was being considered it was due to the insistent demands of Labour. He expressed the hope that the province of Quebec will see its necessity and adopt it when time arrives.

Mr. Jodoin expressed surprise at the stand taken by the Canadian Bar Association regarding union security. He said he could not understand how the members of the bar who, he added, "possess the greatest closed shop in the nation," could be opposed to the workers' wanting some sort of security.

The CLC President touched briefly on political action. He explained that the CLC has always been in favour of allowing the members to decide for themselves what candidate they wanted elected but, he added, this could change if the same members agreed to support one particular political party.

He also referred to the transfer of the registry of Canadian National Steamships eight-ship West Indies fleet to Trinidad. "Crown corporations should give the best example of fair business practices," he said.

Resolutions

No fewer than 108 resolutions were submitted prior to the convention but only 31 were considered by the delegates, the other 77 being referred, for lack of time, to the Executive Committee.

Thus resolutions dealing with the affiliation of the Canadian and Catholic Confederation of Labour, political action, health

insurance, electoral reform, among other subjects, were not considered by the convention.

The delegates did deal with resolutions on the general work stoppage, public education, the right to strike in the public services, the provincial police, and various steps concerning the internal administration of the movement.

General Work Stoppage

An attempt to give the Federation power to call a general strike in the province was unsuccessful. First, the resolution committee changed the tenor of the original motion; then the delegates, by a substantial majority, defeated the amended resolution.

The discussion lasted more than two hours and gave rise to some heated argument.

As submitted by Montreal Local 698 of the United Automobile Workers, the resolution asked the Executive Committee "to call a general work stoppage of all its affiliated bodies in the province of Quebec" when the labour movement is "faced with situations such as that at Murdochville". The resolution also called upon the Executive Committee "to report on those who do not answer the call".

The resolutions committee changed the tenor of this resolution by insisting, as a prior condition to the calling of a general strike, that the Executive Committee obtain "assurance in writing that at least two thirds of the affiliated local unions concur, with two thirds of the membership of all affiliated unions stating that, having approached their international or national unions, they are willing to follow the recommendation of the Executive".

So worded, even the most rabid partisans of a general work stoppage eventually conceded that the adoption of the resolution would never launch a general strike in the province of Quebec.

A half dozen delegates spoke in favour of a general work stoppage but most of them conceded that the amendment destroyed the original intention of the resolution.

Those opposed to the resolution were more numerous, and among the arguments put forward against a general work stoppage were the respect due an agreement entered into with an employer; the use of an economic measure for political purposes; the attempt to implant European tactics in North America; the difficulty of carrying out such a step successfully, and, especially, the fact that the majority of Quebec's organized workers would not be willing to resort to such a step.

Assistance to Universities

The Federation called for unconditional financial assistance to the universities of the province.

The delegates unanimously adopted a resolution from Local 1195 of the United Steelworkers of America recommending that financial subsidies be unconditionally granted by the provincial Government and urging the universities to accept grants from the federal Government just as they do from the provincial Government.

Jean Louis Gagnon, delegate of the Association of Radio and Television Employees of Canada, took the provincial Government strongly to task on this point, accusing it of "setting up a curtain of ignorance between Quebec and the other provinces".

Stating that wages are higher in other provinces because the level of education is higher, Mr. Gagnon called for free education at all levels.

Right to Strike

The convention also unanimously adopted a resolution calling for free exercise of the right to strike for all workers in the province, including those presently covered by the Public Utilities Act.

J. Eucher Corbeil, of the Canadian Brotherhood of Railway Employees, Montreal public transportation section, stressed that the Public Utilities Act, if it is to deny to some workers freedom to strike, should at least provide a substitute. Another CBRE member, Bertrand Proulx, stated that when they renew their contract next July, the Montreal streetcar conductors and bus drivers will not hesitate to call a strike if the terms offered by the company are not satisfactory.

Another delegate, William Dodge, wanted to warn the Federation against the tendency to generalize this restriction of the right to strike. He stated that this Act would have to be abrogated before it is extended to all the workers.

Other Resolutions

The convention also adopted resolutions calling for a better administration of the Workmen's Compensation Act, amendments to the Unemployment Insurance Act, reduction of the cost of medicines and the processing in Canada of our natural resources.

Declaration of Principles

The outgoing Executive Committee had prepared a declaration of principles on education, social security, labour legislation, natural resources and political education



Théo Gagné

President at Murdochville

and action. Because of lack of time, only the part concerning education was adopted.

The convention declared itself in favour of compulsory education up to the age of 16 and of free education at all levels: primary, secondary, specialized and university.

The QFL also called for the establishment of a Superior Education Council, representing all social groups, which would be responsible not only for curriculums but for educational budgets as well.

The other sections of the declaration of principles not officially approved by the delegates made the following demands.

On social security, the QFL calls for the establishment of a complete social security plan to assure "the aged, the handicapped, widows and orphans a decent standard of living allowing them to recover their personal dignity".

Furthermore, the Federation calls for the immediate conclusion of an agreement between the federal and provincial Governments for the carrying out of a complete health insurance plan "to be administered by the province".

With respect to labour legislation, the declaration calls for a provincial labour code sanctioning three fundamental freedoms: freedom of association, the right of collective bargaining and the right to strike.

With regard to the development of natural resources, the Federation claims that "an important part of the management and of the profits of the firm must remain in the hands of the citizens of this province". The declaration adds "that any concession of our natural resources to private enterprise must be conditional, subject to the concern's remaining open for public ownership if the rights and interests of the citizens are endangered."

Finally, in view of the increased effect of politics on economic and social life, the declaration of principles sees in political action the "essential conditions for the survival of our movement".

The Federation therefore intends to "step up the political education of its members, study the present political structure, seek essential reforms, and, to insure their being applied, urge its members to direct political action".

Elections

Roger Provost, Canadian Director of the United Textile Workers of America, was re-elected President by acclamation.

The two Vice Presidents, Pat Burke, Director of the mines section of the United Steelworkers of America, and Edouard Larose, of the United Brotherhood of Carpenters and Joiners, were also chosen by acclamation.

There was, however, a spirited contest for the positions of Secretary and Treasurer. Roméo Girard, Manager of Local 106 of the International Brotherhood of Teamsters and Chauffeurs, defeated Jean Louis Gagnon of the Association of Radio and Television Employees of Canada for the position of Secretary. Eucher Corbeil, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, public transportation section of Montreal, defeated the former Treasurer, Roméo Mathieu of the United Packing-house Workers.

One retiring Vice President, R. J. Lamoureux, and the outgoing Secretary, Armand Marion, did not seek re-election.

To complete the Executive Committee of the QFL, the convention also chose the following 15 directors: Roger Bédard, mines; Léo Moore, construction trades; Léopold Lavoie, wood products; J. B. Hurens, pulp and paper; William Dodge, transport; Roland Goedike, food and beverages; Gaston Ramat, services; André Plante, municipal employees; Maurice Silcoff, clothing industry; Gérard Poirier and René Martin, durable goods; Louis Laberge, transport; Rosario Lebeau and André Courchesne, non-durable goods; and Oscar Longtin, textiles.

AFL-CIO 2nd Biennial Convention

Moves against corruption, culminating in expulsion of three unions, take up 25 per cent of convention's time. Rejecting suggestion to forgo wage demands, delegates call for increases in wages, salaries

Action against corruption in the labour movement, culminating in the expulsion of the International Brotherhood of Teamsters and two smaller unions, dominated the second biennial convention of the AFL-CIO, held December 5 to 13 in Atlantic City, N.J. An estimated 25 per cent of the convention's time was taken up in disposing of the corruption issue.

Besides expelling the three unions, the Federation decided to keep a fourth on probation, and reinstated another that had previously been suspended for corrupt practices.

The six-day convention was attended by close to a thousand delegates from 120 international unions, 34 state bodies, and a large number of local organizations.

Another leading subject of discussion was the Federation's policy on collective bargaining aims for the coming year. The convention decided to support demands for further wage increases and other benefits, in keeping with the theory that the cure for the current business downturn in the United States was the creation of greater purchasing power. It overwhelmingly rejected the policy of wage restraint advocated at the convention by one of the leaders of the Federation*.

*Richard J. Gray, President of the Building and Construction Trades Department, who proposed, at the Department's convention preceding the AFL-CIO meeting, that unions abstain from making wage demands for the next 12 months.

The convention removed the time limit, previously set at December 5, 1957, after which state and city central bodies belonging to the former AFL and CIO which had not united were subject to withdrawal of their charters. Instead of this, the President of the Federation was empowered to extend the time limit indefinitely, although he was also authorized to take drastic action if he considered it necessary.

From the time of the AFL-CIO merger to the original deadline, state organizations merged in only 33 states and Puerto Rico; and the states in which unity had not been effected include the largest and most populous industrial states: New York, California, New Jersey, Pennsylvania, Ohio, Illinois and Michigan. During that time, some 170 mergers occurred at the city and county level.

Expulsions

The expulsion of the Teamsters union was supported by a majority of about five to one, the vote being 10,458,598 in favour and 2,266,497 against. Representatives of 94 unions voted for the resolution to expel, those of 21 unions voted against it, representatives of four unions were divided on the question, while those of eight unions abstained from voting. The ouster resolution required a two-thirds majority in order to carry.

A short time before the vote on the expulsion of the Teamsters union was taken, George Meany, President of the AFL-CIO, had stated that to prevent expulsion the union had to meet only two conditions. One was that James R. Hoffa, President-elect of the union, should resign as an international officer; the other that the union should accept an overseer appointed by the Federation to supervise a purge of its organization.

Towards the close of the convention, he said:

The important thing about it is that we have demonstrated that we are reluctant to throw people out of the house of labour. We do it only when there is no other way. We do it in the full knowledge that it presents dangers to us, but with the complete conviction that in the long run Labour will be better off for what we have done here this week.

John F. English, Secretary-Treasurer of the Teamsters and AFL-CIO Vice President, defended his union and President-elect Hoffa. Hoffa has "done more for the Teamsters than any other man, including myself," said Mr. English. "The penalty urged against the union is too severe."

Although there was no doubt about the reality of the break between the AFL-CIO and the Teamsters*, both sides seemed

anxious to avoid doing anything to widen the breach. Before the vote on the expulsion was taken Mr. Meany rejected any suggestion of a war on the Teamsters. It is reported that the Federation will refuse for the present to issue a charter to allow a union to be set up as a rival to the Teamsters.)

The Teamsters union has stated that it will "continue to co-operate and work with our sister unions as we have in the past". It has promised to refrain from raiding or seeking to 'destroy other unions, and to "work in harmony in the local central bodies, in state organizations and through inter-union agreements". The union's statement of policy says that mutual aid agreements with other international unions will continue to be honoured "unless we are expressly forbidden" to do so. The AFL-CIO's constitution, however, does expressly forbid such dealings with expelled unions.

By a vote of about seven to one the convention approved the expulsion of the Bakery and Confectionery Workers' International Union if by March 15, 1958, the AFL-CIO Executive Council had no ground for believing that the union would rid itself of corruption. But the slim hope behind the stay of execution evaporated almost immediately, and two days after the resolution had been passed, after various communications had been received from President James G. Cross and other leaders of the Bakery Workers, the Council put the expulsion into effect.

The vote to expel the union was 11,118,079 in favour and 1,680,695 against. Only nine of the Federation's 134 unions supported the Bakery Workers.

The decisive consideration in the expulsion of the Bakery Workers Union appeared to be the refusal of its president, James G. Cross, to resign. Mr. Cross was found guilty by the convention of malpractices which included the accepting of nearly \$100,000 from an employer in loans for buying houses in Washington and Palm Beach. After the vote had been taken the Executive Council of the AFL-CIO invited the Bakery Union's president and his board to attend a special meeting on December 10. The union's executive then refused point blank to agree to accept directives for a "clean-up", and on this President Meany announced expulsion on December 12.

*Formal orders for the expulsion of the Teamsters and two other ousted unions from state and city central bodies were sent out by the AFL-CIO shortly after the convention ended. This belied the openly expressed belief of the Teamsters that the Federation would not make the expulsion effective by requiring its central bodies to break off their connection with them.

In contrast to the policy adopted in the case of the Teamsters, the AFL-CIO immediately issued a charter for the formation of a rival union to 250 anti-Cross delegates from more than 100 locals of the Bakery Union, representing about 55,000 members. These delegates, who had cheered each attack on Cross at the convention, attended a "loyalty" conference on the call of the "Committee to Preserve Integrity in the Bakery Workers Union". After the convention had voted for expulsion with a period of grace until March 15 these delegates had expressed their intention of staying inside the union, and trying to overthrow Mr. Cross at a special convention to be held March 3 to 5.*

The new union will be called the American Bakery and Confectionery Workers International Union.

The third union to incur the penalty of expulsion as a result of its refusal to take certain measures of reform demanded by the AFL-CIO Executive Council was the Laundry Workers' International Union. In this case 12,680,582 votes were for expulsion, only 89,469 against. The number of unions that voted in favour of the resolution was 105, while only two voted against the measure and 22 unions did not vote.

George Meany told the convention that the union would satisfy the Federation's Council if it met three demands, *viz*: that it should hold a special convention to deal with reform; that E. C. James, former IWIU Secretary-Treasurer, should be removed from any connection with the union or its subordinate bodies, and that steps should be taken to recover money which had been converted to his own uses by James; that the present officers should resign at the convention and that new elections should be held under the supervision of a chairman appointed by the AFL-CIO President. Mr. Meany said that there would be no objection to any attempt to gain re-election by the IWIU President Ralph T. Fagan or its present Secretary-Treasurer Mildred Giannini.

The President of the Laundry Workers Union told the convention that his own executive council had rejected these demands two days before. He said that "it was not consistent with the IWIU conception of internal democracy to hold a convention other than as specified in its constitution".

The convention decided to keep the Distillery, Rectifying, Wine and Allied

*Shortly after the AFL-CIO convention ended the expelled Bakery Workers Union suspended five of its officers—four of whom were vice presidents—for the "crime" of "dual unionism", by which was meant the setting up of a rival union.

Workers' International Union on probation and under the supervision of a monitor appointed by President Meany. This course was taken in consideration of the union's complete compliance with the reform measures laid down by the AFL-CIO Executive Council.

Mr. Meany reported that the union had not been suspended and had not taken its case to the appeals committee as the three expelled unions had done. "We now have a commitment and stipulation on the part of the officers of this union that they will call a special convention to be chaired by someone designated by the AFL-CIO," he said.

All delegates to the convention, he went on, will be elected by secret ballot and will be informed of the charges made against the union in the report of the Ethical Practices Committee.

Before the convention is held—sometime within about 90 days of the end of the AFL-CIO convention—the union's books, records and accounts, as well as its social security fund, will be audited by an independent public accounting firm selected by the monitor. If evidence of wrongdoing is found the union has promised to take suitable action. Any financial arrangement between the union or its subordinate bodies and Sol Cilento, former Secretary-Treasurer, will be investigated by an attorney to be named by the AFL-CIO, and any action he recommends will be taken.

The suspension of the United Textile Workers of America (formerly AFL) was lifted by the convention after the union had given assurances that it would comply entirely with the AFL-CIO's demands for reform.

Former UTWA President Anthony Valente and former Secretary-Treasurer Lloyd Klenert had resigned several weeks earlier after they had been found guilty by the AFL-CIO Ethical Practices Committee of irregular practices in connection with substantial sums of union money. Neither they nor Joseph Jacobs, Southern Director of the union, will be eligible for election to any office in the union or its locals.

The UTWA has agreed to call a special convention within 90 days from December 10 under the supervision of a representative of the AFL-CIO. All present officers of the union may stand for re-election. A copy of the Ethical Practices Committee's report on the UTWA will be given to every delegate to the convention, and it will be placed on the record and printed in the union's official newspaper. The convention must also adopt the AFL-CIO's ethical practices. codes, delegates to the convention will be

elected by secret ballot and voting will also be by secret ballot. After the convention officers of the union will make periodic reports to the Council.

Mr. Meany said that although there would be no compulsion, the United Textile Workers would probably soon merge with the Textile Workers Union of America (formerly CIO). He expressed the view that such an amalgamation would be a boon to the industry and its employees.

Wage Demands

Richard J. Gray, President of the AFL-CIO Building and Construction Trades Department, told the convention that there should be a cessation of demands for wage increases during 1958. He asked the 19 presidents of affiliates of the Department to join in a public declaration of policy calling on their local unions voluntarily to forgo any demands for wage increases next year. He said that new wage rises would contribute to inflation, and would result in less construction and more unemployment among building trades workers.

"Shall we continue to strive for and obtain wage increases to compensate for, and I might add, contribute to the increased cost of living and inflation?" asked Mr. Gray. "If we do will it mean more tight money, more inflation, less construction and more unemployment for our people? Or has the time come for us to reassess our basic policy? I say we have reached such a point," he declared. "To me it seems to be a question of stabilizing our wage gains and obtaining full employment through increased construction."

Mr. Gray's proposal met with a cold reception from the delegates and was opposed by President Meany, who said that all the signs pointed to a drop in inflationary forces and that it was now more important than ever to increase wages in order to help to create more buying power to support production. He added that there was no reason to think that stopping wage increases would help anyone but the employers.

Walter Reuther spoke in the same vein. "We are in trouble because big business is taking a disproportionately large share of the fruits of our developing economy," he asserted. His prescription for improving economic conditions included higher take-home pay for workers and lower "take-home profits" for corporations.

The delegates unanimously passed a resolution declaring their intention of demanding more pay, shorter hours and better welfare and security programs in 1958.

U.S. Secretary of Labor

United States Secretary of Labor James P. Mitchell in addressing the AFL-CIO convention gave an outline of the Eisenhower program of legislation aimed at checking abuses in labour unions.

The following are the main provisions of the program:

- Public disclosure of the operations of all welfare funds, whether financed and administered by labour alone, by labour and management jointly, or by management alone.

- Compulsory reports on the handling of all union treasury funds, with provisions to allow union members to sue those who mishandle such funds.

- Election of all local officers by secret vote at least every four years, with national and regional officers also to be elected directly by secret ballot, or by delegates chosen by secret ballot.

- Public reports to be made by employers and union officials of payments made to each other.

- Appointment of a Commissioner of Labor Reports to scrutinize financial reports, with power to subpoena witnesses in gathering evidence required to prevent wrong-doing.

- Criminal prosecution for embezzlement of union funds to be brought within the jurisdiction of the federal courts. This process is now limited to local and state courts.

The foregoing would deal with abuses in the internal affairs of unions. Regarding relations between unions and employers the Presidential program proposes the following:

- Amendment of the Taft-Hartley Act so that concerted action against employers who are performing farmed-out work or work on construction project sites shall not be construed as a secondary boycott.

- Any secondary boycott instigated by a union now covered by the Act would be prohibited if it directly or indirectly coerces any employer—including employers not now covered by the Act, including railroads and municipalities—into withholding services in order to put pressure on another employer.

- Amendment of the Act to forbid picketing against an employer whose employees have signified that they do not want to be represented by the union engaged in the picketing.

Mr. Mitchell told the convention that the Administration was opposed to amendment of the Taft-Hartley Act to introduce prohibition of the union shop on a nationwide basis.

President Meany said that he was "very sceptical" about many of the proposals, but that he would withhold judgment until he saw the actual legislation. Provisions that he specially took exception to included the requirement that union officers should be elected by secret ballot at least every four years, which he said would put the government "pretty deep" into the internal affairs of unions; and the appointment of a Commissioner of Labor, which he thought would mean the setting up of a new bureaucracy and would be only a short step from what would amount to licensing legislation.

The same scepticism was expressed in a resolution unanimously adopted by the presidents of the Federation's 135 unions who make up the AFL-CIO General Board. They declared their readiness to support the requirements for reporting and regulating union and management funds, and any other measures needed to protect union members from exploitation. But they condemned proposals to amend the Taft-Hartley Act to "further restrict legitimate picketing and boycott activity".

CLC Fraternal Delegate

Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, who was the CLC's fraternal delegate to the convention, emphasized in his address the importance of bringing the unorganized workers into the labour movement.

After referring to the successful merger of the TLC and CCL, their federations and nearly all of local labour councils, Mr. MacDonald said:

If unity is to have full meaning for the workers of our respective countries the first responsibility that devolves upon us is to organize the unorganized. We cannot afford to be complacent while millions of workers remain outside our movement. It is all too easy at conventions like this to talk of past achievements. But we have too great a responsibility to the future to concentrate over-much on the past.

Organizing the unorganized was not an easy task, the speaker admitted. But he said that it was necessary to strengthen the base and extend the influence of the labour movement. "I cannot conceive of a worse fate for our movement than to become a closed community with a fence around it," he remarked.

In Canada international unionism enjoys the allegiance of the vast majority of organized workers, and this was a situation which Canadians accepted and had no wish to disturb, Mr. MacDonald said. Nevertheless, with the development of Canada as a "middle power" in world affairs, Canadians had lately come to feel

a stronger sense of national identity than ever before. In the International Confederation of Free Trade Unions the Canadian Labour Congress was a middle power, "playing a part which we think is not without significance," the speaker said. Thus, he continued, while the ties between the CLC and the AFL-CIO must and would remain firmly knit, "our two countries must be free and equal partners within the world movement".

Resolutions

Resolutions submitted to the convention numbered 150.

As reported above, one resolution called for the granting of substantial increases in wages and salaries and improvements in fringe benefits as a remedy for current soft spots in the economy. "The very fact of an economic slackening makes it doubly imperative that unions gain sizeable wage increases to bolster consumer buying power and thereby provide a needed stimulating force for an upturn in the economy," the resolution declared.

The convention called for reversal of the Government's tight money policy and urged that funds be made available at lower interest rates to home-owners, home-buyers and small businesses. The economy should be permitted to resume its normal growth, the resolution said.

A resolution on housing called for (1) the construction of two million houses a year, a major portion of them to be within the financial reach of low- and middle-income groups, (2) a new and expanded public housing program of 200,000 units a year, (3) liberal financial help to builders, (4) a special housing program for the elderly, and (5) elimination of discrimination in housing.

On the shorter work-week, the convention approved a resolution that the Government reduce the maximum work-week under the Fair Labor Standards and Public Contracts Acts "as rapidly as feasible" in view of the increased productivity resulting from automation, peaceful use of atomic energy and other technological advances.

On automation, the U.S. Congress was asked to begin a continuing study of the social and economic impact of automation and unions were advised to continue their efforts to obtain effective contracts and legislative programs to minimize the dangers of hardships to individuals and communities arising out of the use of new technological techniques.

The convention declared its support of any new legislation to provide for the reporting of the operations of all pension

and welfare funds, regardless of whether they are administered by unions or employers or jointly by both. The Federation will also support any legislation that would protect the individual worker from corrupt or unscrupulous union officials.

But opposition was registered to legislation whose purpose would be to regulate the internal affairs of unions or to limit picketing and proscribe secondary boycotts. State or federal "right-to-work" laws were also fiercely opposed.

On the operation of the U.S. Senate committee investigating corruption in labour-management relations, the convention pledged "full co-operation with all proper investigations" but it accused members of the committee of unfairness, playing politics, and anti-labour bias. Three of the members of that committee were singled out for special attack on account of their alleged use of the inquiry "as a public platform to serve their own anti-labour and political purposes".

This official criticism of the McClellan Committee represented a change from the Federation's previous policy of full support.

The Federation agreed to raise \$1,000,000 during the next three years as a contribution to the solidarity fund of the International Confederation of Free Trade Unions. This fund was set up to help the victims of oppression abroad. All affiliates of the Federation will be asked to contribute.

Other resolutions adopted by the convention:

—Urged revision of the federal tax structure and the plugging of loopholes in it.

—Requested a vigorous and large-scale program of federal aid to local schools.

—Noted the lack of support for the AFL-CIO political education programs and called for "greater dedication" and all-out support by affiliates.

—Asked for a redoubling of efforts to organize the unorganized.

—Demanded area redevelopment programs to relieve blighted areas, help for local industries and retraining for immobilized workers lacking skills or whose skills are not suited to local needs.

—Stressed the need for measures to restore and raise the incomes of "all who work in agriculture".

—Called for improvement in all forms of social legislation.

—Registered Labour's support for reciprocal trade between nations.

Election of Officers

President George Meany, Secretary-Treasurer William F. Schnitzler, and 25 vice presidents were re-elected by the convention.

To fill the two vacancies in the Executive Council caused by the expulsion of the Teamsters and the Bakery Workers, the delegates elected Peter T. Schoemann, President of the Plumbers and Pipefitters, and Paul L. Phillips, President of the United Papermakers and Paperworkers. They replace John F. English of the Teamsters and Herman Winter of the Bakery Workers.

Building and Construction Trades Department

The threatened secession from the AFL-CIO of the 19 international unions that make up the AFL-CIO Building and Construction Trades Department was averted when, at the 49th regular meeting of the Department, the unions decided to make another effort to settle their jurisdictional disputes with industrial unions.

Last June, with the help of George Meany, the two groups reached an agreement that has never been implemented. It gave jurisdiction over new building to the construction unions and control over day-to-day maintenance to the industrial unions. All other disputes were to have been decided in accordance with past practice. Since then resentment has been growing among the building unions. Some groups have favoured economic warfare. Others have called for secession from the AFL-CIO.

The unions of the Building and Construction Trades Department finally decided on a course of action much less drastic than either of these. They asked the AFL-CIO convention to guarantee the historic and traditional jurisdictions of the building trades. They also asked the Federation to "condemn any activity on the part of any affiliated industrial union which would tend to encroach and usurp, through the use of economic pressure, picket lines and collective bargaining contracts," on these jurisdictions.

They further directed the Department's negotiating committee again to meet the representatives of the Industrial Union Department. If a settlement has not been reached by next February 28 the committee is to report to a special meeting of the presidents of the 19 building trades unions. This group will make a "final decision on

the future steps to be taken by the Department with respect to this controversy".

President Meany, who was himself formerly a business agent in a New York local of the Plumbers union, placed upon the building trades unions much of the blame for their long-standing dispute with the industrial unions. He reminded them that the building crafts had operated for many years through "closed unions" which refused to open their doors to skilled workers in industrial plants until after the 1935 split. He said that renewed labour warfare would not solve the problem of dividing responsibility for work on major repairs in factories.

He pointed out that there were now many industrial workers in the old craft unions, and many craft members in the old industrial unions. He warned his hearers that the workers themselves might revolt if wholesale transfers were ordered without

their consent. He apparently attributed the failure to carry the June agreement into effect to the opposition of the building trades unions.

Maritime Trades Department

A remark by President Meany at the opening session of the Maritime Trades Department convention was taken as a possible indication that the International Longshoremen's Association may return to the AFL-CIO fold. Mr. Meany said that the Association was a better union than when he personally ousted it in 1953 for failing to carry out his demands for reform. He qualified this, however, by adding that some of the officials who were in office when the union was expelled were still holding their jobs. This was taken to mean that certain of the union's officials may have to be removed before admission of the ILA to the AFL-CIO will be considered.

8th Meeting, Apprenticeship Training Advisory Committee

Government's long-time support of apprenticeship training recognized in resolution urging study of legislation that would let apprentices in federal undertakings make use of provincial training facilities

That the federal Government has, over the years, given invaluable support to the provinces to promote apprenticeship training, it was recognized by educators, provincial government officials, industrialists and others attending the eighth meeting of the Apprenticeship Training Advisory Committee, held in Ottawa December 2-3. Herbert C. Nicholls, President of Milne and Nicholls Limited, Toronto, acted as chairman.

The Committee adopted a resolution urging the Government to study legislation that would enable apprentices in undertakings under federal jurisdiction to make use of provincial training facilities.

Hon. Michael Starr, Minister of Labour, and Arthur H. Brown, Deputy Minister, attended the opening session of the conference and welcomed the delegates. Arthur Maloney, Parliamentary Assistant to the Minister, was introduced to the delegates.

Mr. Starr complimented members of the Committee on their efforts in "this very important work—that of training more and more people to take appropriate posts in the life of our communities". He praised the work of the provinces and pledged his personal support for their efforts at all times.

To back his assertion that the federal Government is highly interested in the field of apprenticeship training, Mr. Brown told the delegates that more is contributed by the Government to apprenticeship training than to any other project.

Mr. Brown made particular reference to the current program to develop trade analyses and to the value of such analyses as a basis for preparation of courses of instruction and the establishment of uniform trade standards.

Current negotiations with the provinces, Mr. Brown noted, might bring agreements that would end the need for direct federal assistance to training programs operated provincially. However, he assured the delegates that federal interest in the programs would continue unabated.

A discussion to ascertain whether or not apprenticeship is the best solution to the trades training problem was prompted by A. W. Crawford, Director, Canadian Vocational Training, Department of Labour, when he asserted that the present system of training worked well in the building trades but wondered "if it is really the best solution to the needs of other manufacturing industries."

Herbert Cocker, Vice President of a London, Ont., construction firm, warned about generalizing on the subject of apprenticeship. He regretted some managements' frequent lack of interest and reluctance to co-operate in apprentice training. He wished they would give the fine co-operation extended by automobile manufacturers, as demonstrated by their generous donations of equipment for training purposes. He also mentioned the growing complexity of some trades, such as plumbing, heating and electrical, which prevent shortening of the apprenticeship period.

W. Elliott Wilson, Deputy Minister of Labour for Manitoba, observed that training given an apprentice in the electrical trade of the construction industry does not fit him for motor winding or for work in electronics, and felt, therefore, that the program in this field should be widened. He suggested that this might be a matter for consideration of trade advisory committees.

Mr. Wilson felt that the traditional apprenticeship program was being allowed to carry over into areas where it was not valid, and asked if it would not be advisable to co-operate with industry in developing programs to meet their needs. He also suggested that some co-operative plan be established whereby provincial facilities would be utilized to train apprenticeable employees of the federal Government.

J. B. Metzler, Ontario's Deputy Minister of Labour, noted that the plumbing trade has found the traditional system of training suitable for the construction industry. He suggested that an incentive to registration of trainees in the government service or under industrial apprenticeship plans might be provided through the awarding of certificates of proficiency to those who successfully complete their training.

Mr. Metzler warned that in his opinion to introduce changes which would destroy apprenticeship would destroy the trade itself. He would like to see apprenticeship continue on the basis of indenture, requiring on-the-job and classroom training.

Herbert C. Nicholls attributed the success of his construction business to apprenticeship. His "best men" had graduated from technical schools and thereafter completed apprenticeship training.

R. E. Anderson, Deputy Minister of Labour for Nova Scotia, suggested that the extent to which apprenticeship authorities might beneficially participate in industrial plant training should be explored.

I. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, Peterborough, thought the Committee should

discuss education in its broader sense as a preparation for work, rather than for a particular type of occupation. He felt that the apprenticeship system has been valuable in the past but that it cannot remain static and meet changing needs. Investigation is necessary to determine what changes should be made, he suggested.

J. H. Ross, Victoria, B.C., had found that trainees who come through apprenticeship made the best tradesmen. He spoke of an existing arrangement to meet requirements in northern areas of Alberta, where it was desirable for a workman to have proficiency in more than one trade. There, a man, having qualified in the usual manner in one trade, might add qualification in a second or even a third trade by taking an additional year of training in each such trade.

At the conclusion of the discussion, the Committee unanimously approved the following resolutions:

Whereas apprenticeship has an important place in the education of young Canadians; and

Whereas the federal Government has, over the years, given invaluable support to the efforts of the provinces to promote apprenticeship by providing a forum for concerted study and organization by its excellent field service, and by its nation-wide program of promotion and publicity, all furnishing practical evidence of its deep interest in apprenticeship as one of the avenues for young Canadians; and

Whereas, largely as a result of this concerted provincial movement towards evolution and adoption of uniform standards of certified journeymanhood in designated trades, the problem of local variations has lessened and will undoubtedly disappear; and

Whereas it thereupon becomes feasible for an apprenticeship to be carried on, upon an interprovincial basis, with the apprentice carrying forward his credits from one province to another and following a substantially uniform program of training; and

Whereas the participation of the federal Government in apprenticeship would greatly strengthen the recognition of apprenticeship as a type of education and the provinces would make available to federal apprentices the training facilities of the provincial program;

Therefore this Committee respectfully urges upon the federal Government the study of legislation, either by way of an Apprenticeship Act, or by amendment of the Vocational Training Co-ordination Act, or otherwise, upon a basis which could facilitate the development of a joint program under which provincial training facilities would be utilized by apprentices in undertakings which are under federal jurisdiction.

The next meeting of the Committee will be held in April.

Successful Rehabilitation — II

Second of series of articles describing how success in rehabilitation can be achieved through the co-ordination of rehabilitation services throughout a community, by precise matching of the person to the job

The following article is the second in a series. Written by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission, it was based on files in a National Employment Service office in that region.

The purpose of this series is to provide examples of success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. These articles will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a precise matching of the person to the job.

There is no success story like that of a seriously handicapped person who, through rehabilitation, overcomes all obstacles in the path to self-reliance and full employment.

It wasn't until she was 50 years of age that Ruth—let us call her that—became employed and self-reliant, but she “made it”, just the same. Leading up to this achievement, however, is a tale of illness and frustration, of patience and determination.

The story takes place in a prairie city, and goes back about 35 years—to the time when Ruth was stricken with neurodermatitis. She was fifteen, then, and in the eighth grade at school. The very nature of the disease, with its visible sores and discomfort, made it impossible for Ruth to continue in school. Frequently, throughout the next 26 years of her life, she was a full-time bed patient solely dependent upon her mother for care and support.

It is quite understandable, under the circumstances, that Ruth's mind should turn inward upon herself, with unpleasant results. During these trying years she became almost a complete introvert, and developed a number of companion illnesses, including migraine headaches and severe backaches. Most of these ailments, it later appeared, were largely a figment of Ruth's mind—but a most realistic and undesirable figment, to be sure. Mercifully, there were periods of relief, and during these periods she was able to help her mother with some housework. But because

all medical aid had failed to provide more than a temporary cure, she was unable to continue her education or enter regular employment.

Ruth's case was brought to the attention of the Special Placement Division of the National Employment Office by the Provincial Co-ordinator of Rehabilitation, who referred her there for employment evaluation. A pension had been refused on the grounds of insufficient disability and therefore it was believed that some steps might be taken towards her rehabilitation. The neurodermatitis had been static for about a year when Ruth first appeared at the National Employment Office for registration. No visible signs were apparent, thanks to an experimental treatment of cortisone, and there was reason to believe that the answer had been found. An interview disclosed, however, that Ruth suffered from something even deeper-seated—a marked inferiority complex. She had been away from normal living such a long time; her doctor's report favoured socialization rather than employment as the immediate need.

Upon completion of her registration, the ledger sheet of Ruth's employability went like this: on the debit side was her age, a lack of formal education and training, no work history, and her personal fears; on the credit side was a woman who looked much younger than her years, one who had done a good deal of reading during her years of illness and whose self-education had gone much beyond her schooling. Also on the credit side was a quiet and well-modulated voice and a desire to co-operate.

The first step in rehabilitation was to discover Ruth's interests, and with the aid of the Provincial Co-ordinator of Rehabilitation, she was enrolled at the occupational therapy workshop of the hospital, where she exhibited a neat, orderly thinking ability and showed a definite aptitude for working with her hands. After four months in the workshop, however, it was decided that a different form of socialization was necessary, and the Special Placement Division of the National Employment Office suggested that a period of time be spent at the Rehabilitation Centre. It was believed that association with others less fortunate than she might do something for Ruth's

morale, and this move proved so successful that after three or four months the rehabilitation authorities decided that she was ready for more advanced training.

The National Employment Office now approached Canadian Vocational Training to arrange for some kind of commercial training, the field in which she seemed most interested. It proved to be a wise choice, as Ruth not only completed her course in normal time, but with results that were more than satisfactory. Then she returned to the Special Placement Division of the NES seeking referral to employment.

Within ten days, the National Employment Office placed her as a clerk-typist, and a check with her supervisor after six months revealed that she had gained confidence, a sense of security and of self-reliance, and that she was doing a better-than-average job.

The case of Ruth now lies in the drawer marked "File Closed". But only through the efforts and co-operation of many people and a number of agencies was her great problem successfully overcome and her useful talents made available to the community.

Industrial Fatalities in Canada during Third Quarter of 1957

Deaths from industrial accidents* increased by 14 from the previous three-month period. Of the 326 fatalities in the quarter, largest number, 91, occurred in construction; 42 occurred in transportation

There were 326† industrial fatalities in Canada in the third quarter of 1957, according to the latest reports received by the Department of Labour. This is an increase of 14 from the previous quarter, in which 312 were recorded, including 27 in a supplementary list.

During the third quarter of 1957 there were five accidents that resulted in the deaths of three or more persons in each case. On August 11, a plane crash at Issoudun, Que., cost the lives of the captain, first officer, third officer, navigator and two stewardesses. At the time of the accident, the plane was returning from a trip to England and carried, in addition to the crew of six, 73 passengers. All on board the aircraft were killed. At Dresden, Ont., on August 14, six construction workers were killed when the walls of the 37-foot-deep trench in which they were working suddenly collapsed and buried them. On September 26, at Haley, Ont., four men died when a pot of molten magnesium exploded and sprayed them with hot metal.

Two accidents resulted in the deaths of three persons in each case. On July 3, a plane crash near Val D'Or, Que., resulted in the deaths of the pilot, flight engineer and a construction mechanic. The other accident, which involved an automobile, occurred on August 29, in Vancouver, B.C., and cost the lives of three stevedores.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

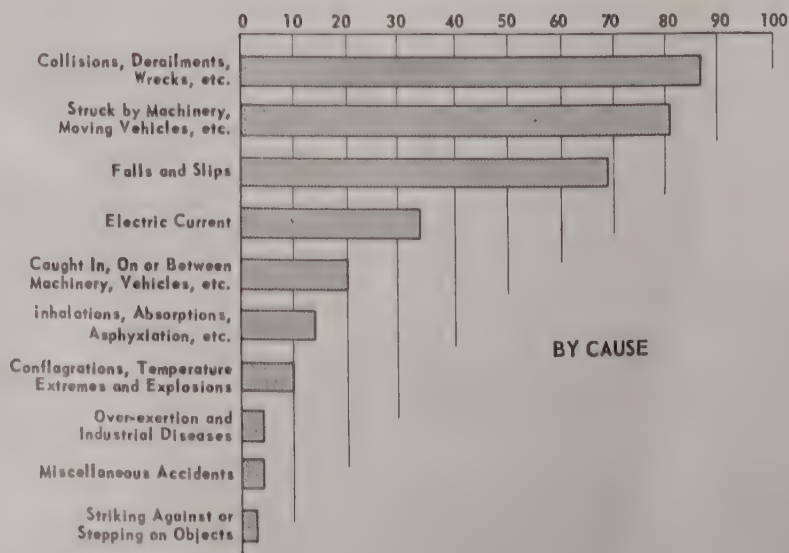
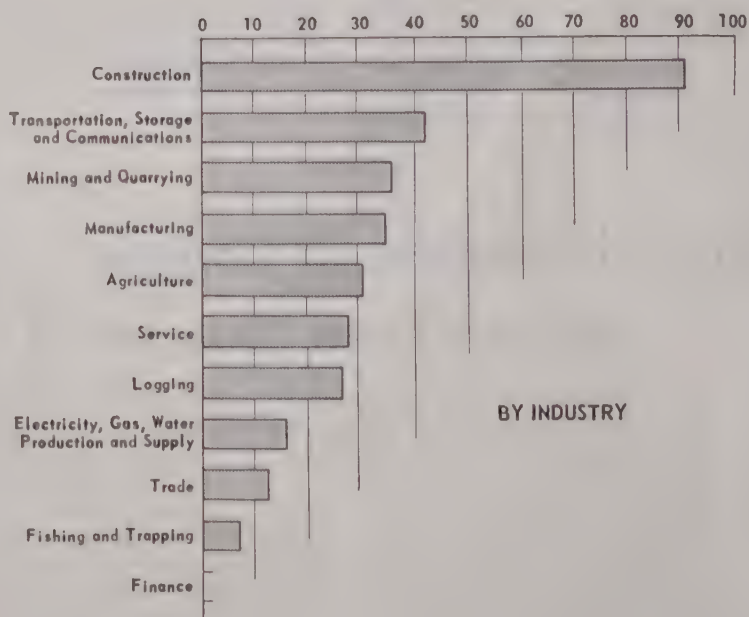
Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2, page 118.

†The number of industrial fatalities that occurred during the third quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 107 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1957



Source: Economics and Research Branch, Department of Labour.

Grouped by industries (*see* chart p. 56), the largest number of fatalities 91, was in construction. This includes 35 in miscellaneous construction, 29 in buildings and structures and 27 in highway and bridge construction. In the same period of 1956, this industry recorded 111 fatalities: 43 in highway and bridge construction, 38 in buildings and structures and 30 in miscellaneous construction. During the second quarter of 1957, 81 construction fatalities were listed: 29 in buildings and structures, 27 in miscellaneous construction and 25 in highway and bridge construction.

During the third quarter, accidents in the transportation industry were responsible for 42 deaths, of which 13 were in local and highway transportation, 11 in water transportation, 9 in air transportation and 8 in steam railway transportation. In the same period of 1956, there were 74 deaths reported, including 27 in steam railways, 21 in water transportation and 14 in local and highway transportation. Work injuries in this industry during the second quarter of 1957 were responsible for 51 deaths, of which 18 were air water transportation, 12 in steam railways and 8 in each of the air transportation and local and highway transportation groups.

Mining accidents caused the deaths of 36 persons during the quarter under review, 23 in metalliferous mining, 12 in non-metallic mining and 1 in coal mining. In July, August and September last year 45 fatalities were reported in the industry, 30 in metalliferous mining, 9 in non-metallic mining and 6 in coal mining. During the second quarter of this year 37 fatalities were listed. 25 in metalliferous mining, 7 in coal mining and 5 in non-metallic mining.

In manufacturing there were 35 fatalities; of these 7 were in iron and steel, 6 in wood products and 5 in each of the paper products and non-ferrous metals groups. During the same period in 1956, 52 were recorded, of which 12 were in iron and

steel, 10 in wood products and 9 in non-metallic mineral products. Accidents in this industry during April, May and June 1957 cost the lives of 49 persons, including 12 in wood products, 11 in iron and steel and 5 in the transportation equipment group.

There were 31 industrial fatalities recorded in agriculture during the quarter under review, a decrease of 1 from the 32 reported during the same period last year. During the second quarter of 1957 accidents in agriculture resulted in the deaths of 26 persons.

In the service industry there were 28 accidental deaths, compared with 14 in the same period in 1956 and 11 in April, May and June 1957.

Accidents in the logging industry resulted in the deaths of 27 persons during the third quarter of 1957, a decrease of 22 from the 49 recorded during the same period of 1956. In 1957's second quarter, 38 lives were lost in this industry.

An analysis of the causes of these 326 fatalities (*see* chart p. 56) shows that 87 (27 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest numbers of deaths were caused by automobiles and trucks (35), tractors, loadmobiles, etc., (23), and aircraft (12). In the classification "struck by tools, machinery, moving vehicles or other objects", 81 (25 per cent) deaths were recorded; of these 48 were in the category "other objects", 20 involved "moving vehicles" and 13 were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 69 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 102. In Quebec there were 76 and in British Columbia 54.

During the quarter under review there were 122 fatalities in July, 111 in August and 93 in September.

ARTEC Postpones Decision on Merger with NABET

The Association of Radio and Television Employees of Canada has approved the principle of merger with the National Association of Broadcast Employees and Technicians but, at its recent convention, referred the merger terms back to the executive for further study and more discussions with NABET.

ARTEC represents some 2,000 office and program workers in the Canadian Broadcasting Corporation and has been affiliated with NABET for more than two years. NABET represents 1,500 CBC technicians as well as employees of a number of private radio and television stations in Canada.

Health Services and Rehabilitation

Contributions of in-plant health service in rehabilitation of disabled industrial worker are of tremendous importance. Describe relationship of 9 normal functions of industrial health service to rehabilitation

"The contributions of the in-plant service in the rehabilitation of the industrial worker are of tremendous importance to successful rehabilitation," declares an article on the role of the industrial health service in rehabilitation published in the November 1957 issue of *Occupational Health Bulletin*, a publication of the Department of National Health and Welfare.

The article lists the nine normal functions of an efficient industrial health service and then describes the relationship of each function to rehabilitation.

1. First aid and emergency care, the first function of an industrial health service, is very important in rehabilitation because the later progress of the condition will depend largely on the efficiency of the initial emergency care. Medical and nursing supervision will ensure that correct procedures are followed and the total period of rehabilitation will be shortened proportionately. At this time, too, the doctor or nurse can do much to allay the fears associated with the injury by reassuring the patient, which will have a profound effect on his mental attitude during subsequent stages of rehabilitation.

2. Preplacement examinations give the doctor an opportunity to assess the potential of the handicapped prospective employee, and a chance to suggest how his services can be utilized to the best advantage in industry. Periodic examinations provide an opportunity to appraise the disabled workers' progress, and to evaluate his physical and mental status.

3. Return-to-work examinations should be regarded as a continuation of the rehabilitation process. The industrial physician who is familiar with the individual and with the processes and working conditions throughout the plant will be able to state what the employees can and cannot do and through liaison with the personnel department and supervisors will endeavour to ensure placement in work which is commensurate with the individual's aptitude, interest, and physical ability.

4. Follow-up examinations of the new employee may reveal that his capacity for work is not satisfactory for the job or that he is not satisfied with his placement. The

doctor can then arrange for a change based on sound analysis and evaluation. A transfer to a less arduous job may make the difference between good or poor rehabilitation of the disabled.

5. Inspection of workrooms and general working conditions are important, as the doctor gets an opportunity to observe the handicapped employee at work, and thus get a first-hand impression of how he is adapting himself to a given situation.

6. Counselling—any verbal contact with the employee is looked upon as an opportunity for counselling for promoting health education. The doctor and nurse are qualified to recognize the need for referral of employees to vocational counsellors, psychologists, sociologists, and other specialists when they find outside assistance is needed.

7. Visits to disabled employees in their homes gives insight of the family situation and the broader social status of the family unit, and an opportunity to extend health education to the home and correct misconceptions or practices that are detrimental to the best rehabilitation effort.

8. Referral to outside agencies—because of the need for liaison with community agencies, the industrial health service is well aware of all existing facilities and can make proper referral of accident or illness cases without delay.

9. The health service normally maintains records of every employee who has had occasion to visit the health centre. For the handicapped employee, these records will reveal what progress is being made, and will help assess how he is adapting to his job. Also, any change in mental attitude or physical condition will be apparent.

* * *

Addressing a group of more than 250 medical men, personnel directors and industrial leaders, Bernard Baruch urged that physically disabled persons be fully utilized in industry because "people are America's most valuable asset".

He has always been interested in problems of disabled persons, he said. Among his friends are "many persons who have made great contributions in building a better world despite severe disabilities".

Women's Work in Newfoundland

Situation in Newfoundland not unlike that in other provinces, Director finds. In 1951, only 16 per cent of Newfoundland women employed (24 per cent in rest of Canada) but proportion thought to be higher now

The women's work situation in Newfoundland is not unlike that in other provinces, it was reported by Miss Marion V. Royce, Director of the Women's Bureau, on her return from a visit to that province to become acquainted with the nature of women's employment there and their opportunities for education and training.

In 1951 only 16 per cent of women were employed in Newfoundland, compared with 24 per cent in the rest of Canada, but it is believed that the proportion has since risen considerably.

A number of industries introduced in the past five years have increased employment opportunities for women rather than for men. These include small textile factories, a leather manufacturing establishment and a chocolate factory. Among the older industries, fish packing and freezing employ considerable numbers of women.

Probably the most striking development in Newfoundland in the eight years since its entry into Confederation has been the development in health and welfare services. These offer a fruitful field of women's employment and, together with the schools, claim considerable numbers of the women who have completed high school. There is still a serious shortage of personnel.

Eleven of the 80 welfare officers employed in the province's 52 districts are women.

Three hospitals in St. John's have schools of nursing; two of them follow the plan initiated by Western General Hospital in Toronto: two years of training followed by a year's internship. One of the hospitals also trains nursing assistants, offering a 10-month course, including three months of classroom work and a month of obstetrical work in cottage hospitals.

All told, 390 nurses and 132 nursing assistants were in training at the three hospitals. More nurses were training at the mental hospital in St. John's.

* * *

An official registrar and placement for dietitians in the province of Quebec, believed the first in Canada, has been established at Montreal, the Quebec Dietetic Association has announced.

The registrar, Mrs. W. F. Katharine Gray, and the bureau will serve professional dietitians, who will be registered at the bureau as to name, qualifications and experience. A list of available positions across Canada will also be kept.

The bureau is expected to be equally valuable to employers and employees. Mrs. Gray is a graduate of Macdonald College, McGill University, with experience at a hospital, an insurance firm and a department store.

* * *

Married men were as likely to hold multiple jobs if their wives were working as if they were not, it was disclosed by a recent survey conducted by the United States Bureau of the Census.

The survey, conducted during the week ending July 13, 1957, showed that 3,500,000 persons, or one out of 20 employed persons, held down more than one job, and that some 100,000 of them held down three or more jobs.

Survey findings failed to support the hypothesis that multiple jobholding may be a substitute for labour participation of married women as a means of boosting family income. The hypothesis still seems to have some validity among younger couples, however.

Where wives under 35 years of age were not in the labour force, which often meant that they had young children to care for, there was a greater tendency for the husband to have more than one job. Among the middle-aged and older couples, on the other hand, the rate of multiple jobholding among husbands was actually greater if the wife was working than if she was not.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

50 Years Ago This Month

Seasonal unemployment held responsible for wage cuts for lumbermen, railway construction workers, unskilled labourers and farm help. Some skilled tradesmen, too, took pay decrease but others gained increases

Owing to seasonal unemployment, there was a downward tendency in labourers' wages towards the end of 1907, according to the *LABOUR GAZETTE* of January 1908. This was most marked among lumbermen, railway construction employees and unskilled labourers.

In western Canada it was estimated that 10,000 workers of these types, boarded by their employers, had had their wages reduced by \$10 a month compared with the same period of the previous year. There was a similar tendency in other parts of Canada, especially in British Columbia and in the larger industrial centres. Wages of farm labourers also declined in western Canada, the going daily wage during the closing weeks of 1907 being \$2 compared with \$2.25 in 1906.

Carpenters in Ottawa had their wages reduced from 30 to 25 cents an hour. Machinery blacksmiths, machinists, and drill and shaper hands in Brantford had their wages reduced 10 per cent. Piano and organ workers in Guelph suffered a reduction of 5 per cent, and at Fredericton canoe makers got \$1 a week less, while furniture workers at Berlin, Ont., took a 10-per-cent reduction in pay.

On the other hand, an increase of 15 per cent was reported in the wages of tailors in Kingston; and larrigan makers (leather workers) at Fredericton had their wages increased 10 per cent. About 1,000 longshoremen at Saint John received an increase which brought their wages to 32½ from 30 cents an hour. Increases were also reported for certain railway employees, and for fire department employees in London, Ont.

At a joint meeting of the Order of Railroad Conductors, the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Order of Railroad Telegraphers, held in Medicine Hat in December 1907, a resolution was passed which protested against the provisions of the Railway Act of 1906 under which railwaymen found guilty of certain offences in connection with the operation of trains were liable to fine or imprisonment, or both.

The resolution, copies of which were sent to the Prime Minister, Sir Wilfrid Laurier, to the Minister of Railways and Canals, and the Leader of the Opposition, Hon. R. L. Borden, said that such offences might "simply be a lapse of memory or an error of judgment, made honestly".

The resolution contended that "such a law is degrading to members of our occupation, lowering the intelligence and respectability of the position of men engaged in such service, bringing humiliation and disgrace unjustly on them, their homes, and the members of their families... when they are not criminals, and should not be so classed."

That this law was by no means a dead letter is shown by the number of cases of prosecution of railwaymen for such offences that were reported in the *LABOUR GAZETTE*. In the same issue which reported the resolution mentioned above no less than seven cases of the kind were noted. In all of the cases except two the men were acquitted. Three cases concerned locomotive engineers, one a street railway motorman, and one a brakeman.

The other two men charged were both watchmen at the same level crossing in Montreal. One of the men was found guilty of being drunk in his cabin and neglecting his duties. According to the evidence he had been completely incapacitated. He was sentenced to two months in jail and a fine of \$50; or, if the fine was not paid, three months in jail.

On the same day that this man was tried his successor at the crossing was also found dead drunk on the floor of his cabin. The crossing gates had been left open while a train was passing. The watchman was sentenced to a fine of \$25 and one month in jail, or two months in jail if the fine was not paid.

Although final returns for the year 1907 were not available, the *LABOUR GAZETTE* of January 1908 reported that it was estimated that the total number of immigrants arriving would fall "but little short" of 300 000, which was an increase of about 31 per cent compared with 1906. Arrivals at ocean ports increased by 45 per cent during the year.

INTERNATIONAL LABOUR ORGANIZATION

Tripartite Technical Meeting on Mines other than Coal Mines

Adopts resolutions and memoranda on accident prevention, machinery for wage fixing and wage protection, industrial relations, employment of young persons underground. Canada among 25 nations represented

Accident prevention, machinery for wage fixing and wage protection, industrial relations, and the employment of young persons underground were subjects dealt with in several resolutions and memoranda adopted at the tripartite technical meeting on mines other than coal mines convened by the International Labour Organization.

At the meeting from November 25 to December 6 in Geneva, 193 participants included delegates and their advisers representing the workers, employers and governments of 25 countries, tripartite observer delegations from Luxembourg and Nigeria, and observers from the High Authority of the European Coal and Steel Community and several employers' and workers' organizations.

The ILO Governing Body was represented by a tripartite delegation, including the meeting's chairman, Raul Migone, representative of the Argentine Government. Vice Presidents were Gullmar Bergenstrom, Swedish employer, and K. Mehta, Indian worker.

The resolution on accident prevention in mines other than coal mines emphasized that the safety of the workers should be placed before the interests of production. It noted the respective roles and responsibilities of management, foremen and workers in promoting safety. Measures to prevent accidents should cover mining methods, materials used, and working conditions, as well as safety equipment and appliances, the resolution said. A number of measures for encouraging the creation of a psychological atmosphere favourable to accident prevention were suggested.

Measures should be taken, the resolution continued, to assure speedy and competent first aid. Methods of remuneration, work

standards and hours of work should be fixed in such a manner as not to endanger safety.

It stated that the ILO could contribute to international co-operation in the prevention of accidents by collecting and publishing regulations in force concerning safety and health with a view to developing model codes.

On wage fixing and wage protection, the meeting adopted a resolution recommending a number of measures based on the standards already established by the ILO. The following points were covered: wage-fixing machinery, factors to be taken into account in determining wage rates, supplementary payments, and protection of wages.

A memorandum on industrial relations, based on the principles and provisions previously worked out by the ILO, dealt with freedom of association and organization, the measures to be taken by employers and workers, collective bargaining, conciliation and arbitration, the settlement of grievances and complaints, labour-management consultation and co-operation, and the special steps to be taken in new mining developments and operations in territories little advanced economically and industrially.

Another resolution approved by the meeting suggested that the Governing Body should consider putting on the agenda of one of the next sessions of the ILO Conference the question of the regulation of the employment of young persons in underground work of all kinds. Points to be considered would be the adoption of an international instrument concerning minimum age of admission to underground work, and the regulation of employment of young persons underground.

Other resolutions adopted by the meeting were one dealing with hours of work, and another making suggestions as to the future work of the ILO on the social problems arising in mines other than coal mines.

The Canadian Government Delegate, John Mainwaring, told the meeting that although unions had not established a permanent place in the Canadian hard rock metal mining industry until the mid-1930's, today about three-quarters of the wage earners in mines other than coal were covered by collective agreements. The role of collective bargaining in establishing wages and working conditions of miners had thus greatly increased in importance in recent years.

Miners in these industries, he said, were comparatively well paid, the average hourly earnings in August 1957 being \$1.95 in metal mining and \$1.64 in non-metal mining, compared with an average of \$1.60 in

manufacturing. Real wages in metal mining appeared to have risen by about 30 per cent in the last eight years, Mr. Mainwaring said.

The Canadian delegation to the tripartite meeting consisted of the following:—

Government Delegates—John Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch, Department of Labour, Ottawa; and J. S. Gunn, Industrial Relations Officer, Department of Labour, Winnipeg.

Worker Delegates—Pat Burke, United Steelworkers of America, Noranda, Que.; and Henry Schellenberg, Secretary, Flin Flon Base Metal Workers Federal Union No. 172.

Employer Delegates—C. S. Gibson, Director of Safety, Mines Accident Prevention Association of Ontario, Timmins, Ont.; and Alex Harris, Consultant, Rio Tinto Mining Company of Canada Limited, Toronto.

Experts Examine Protection of Workers against Radiation

The imperative need for adequate education of workers in radiation protection was stressed by a group of experts that met November 25 to December 11 at headquarters of the International Labour Organization.

At present, confusion was often created and maintained by sensational and at the same time contradictory news items published in the popular press, the experts pointed out.

It was important to make the personnel concerned realize that while ionizing radiations might present certain risks, the risks only appeared if irradiation appreciably exceeded the maximum permissible doses, and should not be exaggerated to the point of obscuring the undeniable benefits that humanity derived from the application of these radiations. On this point mention was made of the need to stimulate the interest of trade unions, which had an important part to play here, and a few of which had already done something.

A large part of the work done by the experts was the revision of the chapter on dangerous radiations of the *Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industries*, issued by the ILO in 1949.

In revising the Model Code the meeting extended its scope considerably, particularly in respect of the use of unsealed radioactive materials. When the previous Model Code was originally published, such

activities were mainly confined to luminizing, but in recent years, as a result of the operation of nuclear reactors, an increasing number of unsealed radioactive substances have become available for industrial use. The use of these is already considerable and it is anticipated that it will continue to expand.

However, the meeting deliberately restricted the scope of its discussions and gave no consideration to the hazards of the mining of radioactive ores, the work of chemical and metallurgical plants for the refining of such ores, the very specialized plants for treating nuclear fuel after irradiation, nuclear reactors or the use of specialized high energy particle accelerators. This decision to restrict the scope of the meeting was taken because of the extremely specialized nature of these operations and the fact that in any case it would have been impossible in the time available to include them. The experts considered, however, that the ILO should give consideration to these further aspects of the subject and a provisional short order of priorities has been suggested.

Of all the operations at present undertaken with unsealed radioactive materials, luminizing is regarded as by far the most hazardous. The existing conditions compare very unfavourably with those where materials of similar toxicity are used in the atomic energy industry, and consequently the revised Model Code incorporates much

more stringent requirements than hitherto. Essentially, these require the use of glove boxes for all operations with the compound in the form of dry powder, and whenever practicable at all stages of the work.

Recent years have seen a spectacular increase in the use of radioactive materials for static electricity elimination, thickness gauges, level gauges and similar purposes. The meeting discussed these applications and has introduced a section into the Model Code dealing with them. For such devices, which in general are merely ancillary to manufacturing processes, it is recommended that wherever practicable, the installation should be such that the levels of irradiation of all personnel are so slow that no questions of medical examination or personal monitoring arise. It is important, however, to ensure that such devices are clearly marked, so that no unsuspecting person, such as a maintenance engineer, will receive excessive irradiation.

Attention has also been given to electronic apparatus which might give rise to X-rays inadvertently during use. Such apparatus includes electron microscopies, cathode ray tubes, and high-voltage electronic rectifiers. It is recommended that whenever possible such equipment shall be so installed and operated as to ensure conditions which avoid the necessity for radiation control of the personnel concerned. If such conditions cannot be achieved, then all the provisions required for conventional sources of X-rays will be necessary.

The text of the Model Code was adopted unanimously by the experts.

The radiation provisions of the Model Code, like all the other provisions in the Model Code, are designed as an aid to governments and industry when drafting or revising their own regulations, and have no binding force and impose no obligations on anyone.

Meeting of Experts on Workers' Education

"The spread of industrialization, the widening role and responsibilities of the workers, the growth of their trade unions, the impact of technological change and other social and economic developments have created real needs for knowledge."

Thus it has become especially important and urgent to be concerned with "suitable educational programs designed to help workers to develop their capacities and discharge their social and economic responsibilities to become enlightened members of their trade unions, better citizens and conscientious members of the world community".

This is the advice expressed by 18 experts on workers' education who met December 9 to 14 at the headquarters of the International Labour Organization in Geneva. Their task was to examine ILO activities in the field of workers' education and to make recommendations for its future program.

The experts' conclusions, which were adopted unanimously, are divided into two parts. The first sets forth the general considerations on which are based the recommendations for future action; the second, the recommendations themselves.

"Workers' education cannot but benefit society as a whole, by facilitating the growth of a healthy climate of good industrial relations, which is essential for the mutual understanding of the rights and responsibilities of the parties concerned," the experts declared.

Workers' education programs cannot be identical in all parts of the world. They inevitably vary under the influence of factors such as: the political and economic structure of the country, the stage of social and economic development of the country, national conditions and culture, living and working conditions, the strength of the trade unions, the level of literacy, etc.

"Despite the necessary diversity, workers' education programs will have common elements. They must be based on the everyday realities of the worker's world, his work environment and the relations between employers and trade unions. They should take into consideration both the aspirations of the labour movement and the actual capacity of the workers..."

"In all cases, the programs should be adapted with flexibility and realism to prevailing conditions. The surest guarantee that such programs will satisfy these fundamental conditions lies in their being organized and controlled by the interested workers' organizations and, in any event, in close collaboration with them..."

"Trade union workers' education programs should involve simultaneously two tasks: the training of trade union leaders from the rank and file capable of undertaking rapidly the normal and efficient functioning of the movement, and the promotion of educational activities for all trade union members."



A recent review by the Labour-Management Co-operation Service of an earlier study of joint consultation at the E.B. Eddy Company in Hull, Que., indicates that management and unions at Eddy's have developed an excellent system of consultation suitable to their particular needs. Not only have they evolved a system of formal committees, but joint consultation has actually been carried into effect in many aspects of union-management relations. This enlightened approach to labour-management relations has benefited both the company and the unions. The key to the success of the program would seem to be a willingness to make adaptations to meet new situations as they develop.

In such a large concern (more than 2,000 employees spread over three plant locations) a system of several committees is needed. At Eddy's these are based on the plant organization and are set up departmentally. At the very top of the organization is the Plant Employee-Management Committee which deals with over-all plant problems. On the second level are the 20 departmental committees of the various production and service departments.

The Plant Committee has little direct contact with individual department committees, which are more or less autonomous. The Plant Committee deals with problems that are plant-wide in nature or affect more than one department. Senior management and operating personnel are members of this committee, and include the Vice-President of Industrial and Public Relations, the Production Manager, the Chief Plant Engineer, the Assistant Manager of Industrial Relations, the Superintendent of Employee Relations, and the Superintendent of Employee Education. The present management representation on this committee represents a considerable increase during recent years and is an indication of the importance management places on the operations of the committee.

There are 25 labour representatives on the committee representing the six local unions in the company's operations.

In addition to the regular committee members, two representatives, in turn, from different departmental committees attend each monthly meeting as guests and observers. The chairman of one departmental committee (i.e., the Departmental Superintendent) and one of his foremen attend meetings in rotation. This is helpful in giving those participating in departmental committees first-hand knowledge of how the Plant Committee operates.

The basic agenda for the Plant Committee is planned for a year in advance. In addition to the basic items adequate provision is made in the agenda to handle all current business. To help keep interest at a high level, some special presentation is planned for every second month.

Looking back over the past four years of operation, the Vice-President in charge of Industrial and Public Relations, R. H. Hedger, a key figure in the joint consultation program for some time, said:

The high level of mutual satisfaction with the over-all results of our Employee-Management Committee system has certainly been maintained throughout this period. In fact, in some instances marked improvements have been achieved. As an example of this the expansion of our Plant Committee to include the production manager and the chief plant engineer has greatly facilitated the two-way communication of important production, construction, and maintenance data with representatives of employees who are directly concerned with these responsibilities.

Mr. Cy Drope, Chairman of the Co-ordinating Committee, representing the six union presidents at the company, said, "Our relations have improved in the last four years because of better communication and management's open-door policy. Recently the President of the company has asked to attend the informal social get-togethers of the committee. We feel that these gestures are further examples of the fact that company management recognizes the employees as members of the team."

Both labour and management at the E. B. Eddy Company deserve credit for their progressive attitude towards industrial and human relations, and as long as it prevails the continued success of this relationship seems assured.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued five certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. The Board also issued two revised certificates following requests for review of earlier decisions. During the month the Board received 15 applications for certification and allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of warehouse employees employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver (L.G., Nov. 1957, p. 1318).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and garage and warehouse employees of Northern Freightways Limited, operating in and out of Dawson Creek, Fort St. John and Fort Nelson, B.C., Peace River and Edmonton, Alta., and Whitehorse, Y.T. (L.G., Nov. 1957, p. 1318).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of dispatched longshoremen employed by the Canadian Stevedoring Company Limited in the loading and unloading of coastwise vessels in the Vancouver area (L.G., Nov. 1957, p. 1318).

4. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers, pickup drivers, city tractor drivers, and loaders employed by John Kron and Son Limited at its Winnipeg terminal (L.G., Nov. 1957, p. 1319).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and their helpers employed by Milliken Lake Uranium Mines Limited at its Elliot Lake, Ont., property (L.G., Dec. 1957, p. 1462).

Representation Vote Ordered

International Union of Mine, Mill and Smelter Workers, applicant and intervener, United Steelworkers of America, applicant and intervener, and Stanrock Uranium Mines Limited, Blind River, Ont., respondent. The Board directed that the names of both applicants be on the ballot (L.G., Dec. 1957, p. 1462) (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Empire Stevedoring Company Limited, respondent (Dock machine operators, Canadian Pacific Steamship docks, Vancouver). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Dec. 1957, p. 1461).

2. International Association of Machinists, Beaver Lodge No. 182, applicant, Canadian Pacific Railway Company, respondent, and the Brotherhood of Maintenance of Way Employees, intervener (Equipment shop employees, Vancouver). The application was rejected for the reason that the unit of employees for which application for certification was made was not separately appropriate for collective bargaining, being only part of a much larger unit of employees who are engaged in the same general class of work and who are for the most part already represented

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

by the intervener in collective bargaining with the employer (L.G., Nov. 1957, p. 1318).

Requests for Review of Decisions

International Association of Machinists, applicant, Trans-Canada Air Lines, respondent, and the Trans-Canada Air Lines Division, Commercial Telegraphers' Union, intervener. The new classifications of station agent 1 and station agent 2, recently introduced by the company, were deemed to form an appropriate part of the bargaining unit designated in the certificate issued to the applicant by the Wartime Labour Relations Board (National) on August 27, 1948, and the Board issued a new certificate accordingly. In its intervention the Trans-Canada Air Lines Division, Commercial Telegraphers' Union requested a review

and revision of the certificate issued to it by the Wartime Labour Relations Board (National) on October 29, 1946 to include station agent 1 and station agent 2. The Board denied the request and also revoked the description of the unit for which the Commercial Telegraphers' Union was certified on October 29, 1946, issuing a new certificate to comprise employees of Trans-Canada Air Lines classified as telecommunications agent and teletype operator (L.G., Dec. 1957, p. 1463).

Applications for Certification Received

1. Canadian Air Line Dispatchers' Association, on behalf of a unit of air line dispatchers employed by the K.L.M. Royal Dutch Airlines at Montreal Airport, Dorval, Que. (Investigating Officer: C. E. Poirier).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The Territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. General Teamsters' Union, Local 885, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its Victoria, B.C., terminal (Investigating Officer: D. S. Tysoe).

3. International Longshoremen's Association (independent), Local 1843, on behalf of a unit of longshoremen employed by the National Harbours Board, Halifax (Investigating Officer: D. T. Cochrane).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of transportation agents employed by Northwest Airlines, Inc., at Winnipeg and Edmonton (Investigating Officer: G. A. Lane).

5. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of commercial telegraphers employed by the Northern Alberta Railways Company (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of coastwise longshoremen employed by Three Rivers Shipping Company Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

7. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of coastwise longshoremen employed by J. C. Malone and Co. Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

8. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of deepsea longshoremen employed by Three Rivers Shipping Company Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

9. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of deepsea longshoremen employed by J. C. Malone and Co. Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

10. Canadian Brotherhood of Railway Employees and Other Transport Workers,

on behalf of a unit of marine, electrical and sanitary engineers employed by Canadian National Railways aboard the MV *Bluenose* in the Yarmouth-Bar Harbour ferry service (Investigating Officer: C. E. Poirier).

11. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America on behalf of a unit of ground service personnel employed by K.L.M. Royal Dutch Airlines at Montreal Airport, Dorval, Que. (Investigating Officer: C. E. Poirier).

12. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by Stanleigh Uranium Mining Corporation Limited at its property in Township 149, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

13. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Asbestos Transport Limited, Scarboro, Ont. (Investigating Officer: T. B. McRae).

14. United Steelworkers of America, on behalf of a unit of employees of Stanleigh Uranium Mining Corporation Limited employed at its property in Township 149, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

15. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of marine engineers employed by the Canadian National Railways aboard the MV *Abegweit* and SS *Prince Edward Island* in the Cape Tormentine-Port Borden ferry service (Investigating Officer: H. R. Pettigrove).

Application for Certification Withdrawn

General Drivers, Warehousemen and Helpers, Local 979 International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Soo-Security Freight Lines Ltd., Regina, Sask., respondent (L.G. May 1957, p. 572).

A preference for layoffs or temporary plant shutdowns rather than a shortening of the work-week was recently shown by the United Automobile Workers at the Caterpillar Tractor plant in Peoria, Ill.

When the company announced that it was putting into effect a four-day schedule in its plants in Peoria and Joliet, Ill., the union objected, pointing out that all of the 21,000 employees in the Peoria plant would be affected by the four-day week, while only 4,200 would be affected if the work force were reduced by 20 per cent.

A spokesman for the union said that the union's opposition to the "spread-the-work" arrangement was consistent with its long-standing policy of opposition to "share-the-misery" programs, which preceded the establishment of supplementary unemployment benefits in 1955.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie).

2. Northern Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

3. Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

4. Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists; Local 96, Brotherhood of Maintenance of Way Employees; and Lodge 217, Brotherhood of Railroad Signalmen of America (Conciliation Officer: R. Trépanier).

5. National Harbours Board, Port Colborne, Ont., and Local 1005, Port Colborne Elevator Workers of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

6. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

7. Northspan Uranium Mines Limited, and Local 1554 of the Canadian Labour Congress (Conciliation Officer: F. J. Ainsborough).

8. Shipping Federation of Canada and Local 269, International Longshoremen's Association, Halifax (Conciliation Officer: D. T. Cochrane).

Settlements by Conciliation Officers

1. Northspan Uranium Mines Limited, Algom Uranium Mines Limited and Pronto Uranium Mines Limited and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1957, p. 1320).

2. Canadian Pacific Air Lines Limited, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Nov. 1957, p. 1320).

3. Canadian Broadcasting Corporation and Building Service Employees' International Union (Conciliation Officer: G. R. Currie) (L.G., Sept. 1957, p. 1075).

4. Cape Breton Broadcasters Limited, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Oct. 1957, p. 1208).

Conciliation Boards Appointed

1. F. M. Yorke & Son Limited, Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (L.G., Nov. 1957, p. 1320).

2. Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminal Limited, and Terminal Warehouses Limited and Local 1842, International Longshoremen's Association (L.G., Oct. 1957, p. 1208).

3. Westward Shipping Limited (MV *Brit-american*) and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1957, p. 1320).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Canadian Merchant Service Guild, Inc., (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins,

both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and National Association of Marine Engineers of Canada (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in October to deal with a dispute between Shell Canadian Tankers Limited (MV *Western Shell*) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464), was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and unions respectively.

6. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and

National Association of Marine Engineers of Canada, and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the companies and unions respectively.

7. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Railways (Barge and Ferry Service, Port Mann., B.C.) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and unions respectively.

Board Report Received during Month

Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1957, p. 1209). The text of the report is reproduced below.

Settlement Following Board Procedure

Canadian National Railways (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1957, p. 1464).

Settlement Following Strike Action

McCabe Grain Company Limited (Seed Plant Division), St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Nov. 1957, p. 1321). On October 31, the employees involved struck the company and on November 17 the employees returned to work.

Fewer workers were idled and less time was lost in the United States because of strikes during 1957 than in any other postwar year, the U.S. Department of Labor has announced.

Bureau of Labor Statistics records show that strike activity in 1957 declined substantially from 1956.

About 16,000,000 man-days, about 0.1 per cent of the total time worked by the non-agricultural labour force, were lost as a result of all strikes during 1957.

Report of Board in Dispute between

Westward Shipping Limited
and

Seafarers' International Union of North America

The conciliation board appointed in this matter, consisting of F. E. Harrison, Chairman, James Scott and R. A. Mahoney, Members, met on August 29, 1957 for the purpose of taking the declarations required prior to assuming their responsibilities and arranging for their first meeting with the parties involved. The members of the board met with representatives of the parties on September 3, 13, 16, 18, 19, 23, 24, 25, 26 and 30, October 2, 4 and 10. Subsequently the members of the board met apart from representatives of the parties on October 21 and 23.

The submissions of the union were presented by Mr. R. Heinekey, Chairman of the Negotiating Committee, accompanied by Messrs. James Campbell, George Walker, E. E. Wheeler, R. Skog, Patrick Doyle and Matthew Allen, Members of the Committee.

The Westward Shipping Limited was represented by Mr. D. M. Williams, General Manager, and Mr. J. D. Lord, Secretary-Treasurer.

The existing agreement between the union and the company was consummated on May 31, 1956 and expires on May 31, 1958. However, the second paragraph of Section Two (2) Article Six (6) of the contract (Exhibit 1) reads as follows:—

Notwithstanding anything contained in the above it is mutually agreed that on sixty (60) days notice by either party prior to May 31st, 1957, the agreement may be opened once only for revision of wage rates only.

It is under the terms of the foregoing provision that the Seafarers' International Union based its request for an advance in the wage structure.

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), Vancouver, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and James Scott, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

The union submitted a brief (Exhibit 2) in which is set forth its request for increases in wage rates which are as follows:—

Classification	Present Wage per month	Union Request per month
Ordinary Seaman	\$220.00	\$302.64
Able Seaman	253.00	343.64
Oiler	250.00	343.64
Cook	310.00	422.64
Messman	222.00	303.64
Messboy	185.00	258.64
Pumpman (<i>Standard Service</i>) .	294.00	401.64
Pumpman (<i>B.C. Standard</i>)	321.00	437.64
Winchman	265.00	362.64

The company contended that the demands of the union would amount to an average increase in wage rates for all unlicensed personnel of approximately thirty-seven (37) per centum. It stated that such a substantial advance could not be entertained and offered the following schedule of rates (Exhibit 3):—

Classification	Present Wage per month	Proposed Wage per month
Able Seaman	\$250.00	\$271.25
Oiler	250.00	271.25
Cook	310.00	336.35
Messman	222.00	240.87
Messboy	185.00	200.72
Pumpman (<i>Standard Service</i>) .	294.00	318.99
Pumpman (<i>B.C. Standard</i>)	321.00	348.28
Winchman	265.00	287.52

The increased wage rates offered by the company and as set out above amount to an advance of eight and one-half (8½) per centum upon the present wage structure.

The submissions offered by the employer and the union were lacking in satisfactory documentary support. The members of the board were therefore obliged to reach their decisions based upon oral evidence, much of which was contested by the opposite side. After considering this case carefully and having regard to the conflicting evidence presented to the board during somewhat extended proceedings, it is my considered opinion that an increase of sixteen (16) per centum should be granted to the various classes of unlicensed personnel which are covered by the existing agreement.

It is further recommended that such an increase should be retroactive to June 1, 1957 and be in effect until the expiry of the contract.

It is suggested that future agreements, which may be consummated between the Westward Shipping Limited and Seafarers' International Union, should coincide as to dates of commencement and expiry with other contracts of a similar nature affecting the transportation of oil in tankers on the Pacific Coast of British Columbia.

I regret that the members of the board were unable to reach a unanimous decision and that therefore it has been found necessary to submit separate reports.

Respectfully submitted,

(Sgd.) F. E. HARRISON,
Chairman.

Company Nominee's Report

The undersigned concurs with the recommendation of the board Chairman with the exception of the wage increase. I consider an advance of twelve (12) percentum in wage rates covering unlicensed personnel to be fair and equitable. This increase to commence as of June 1, 1957.

Respectfully submitted,

(Sgd.) R. A. MAHONEY,
Member.

Union Nominee's Report

As a member of the Board of Conciliation and Investigation appointed to look into the dispute between the two parties above noted, and after careful consideration of all the evidence presented before Board, I wish to give my decision in the following report.

It is my considered opinion that the respondent, Westward Shipping Limited, should make the below-listed adjustments in the monthly wages of their employees, members of the Seafarer's International Union of North America, Canadian District.

During the discussion before the Board, the question as to whether the new agreement should be of a one or two years duration arose, but was never definitely settled. I am therefore making my recommendation in two parts depending upon the length of the term of the new contract.

If the new agreement is of two years duration, my recommendation is that it should be on the following basis. The adjustment on the first year to be paid retroactively to June 1, 1957:

Classification	Present Wage per month	June 1, 1957 to	June 1, 1958 to
		May 31, 1958 per month	May 31, 1959 per month
Ordinary	\$220.00	\$305.00	\$323.00
A.B.	250.00	346.00	364.00
Oiler	250.00	346.00	364.00
Cook	310.00	425.00	443.00
Messman	222.00	306.00	324.00
Porter or Messboy	185.00	261.00	279.00
Pumpman (Standard Service) ...	294.00	404.00	422.00
Pumpman (B.C. Standard) ...	321.00	440.00	458.00
Winchman	265.00	365.00	383.00

If the new agreement is of one year's duration, I recommend that the following adjustments be made in the present wage schedule. The increase to be retroactive to June 1, 1957 and to continue through to May 31, 1958:

Classification	Present Wage per month	to be adjusted to per month
Ordinary	\$220.00	\$323.00
A.B.	250.00	364.00
Oiler	250.00	364.00
Cook	310.00	443.00
Messman	222.00	324.00
Porter or Messboy ...	185.00	279.00
Pumpman (Standard Service) .	294.00	422.00
Pumpman (B.C. Standard) ...	321.00	458.00
Winchman	265.00	383.00

Finally, it was agreed between the members of the Board, that the existing overtime rate of \$1.50 per hour be closely examined and adjusted upwards to a more realistic figure. Therefore, I recommend strongly, that in the new Agreement, the overtime rate of pay be estimated on the basis of time and one-half per hour, according to each employee's classification on the wage scale.

Yours very truly,
(Sgd.) JAMES SCOTT,
Member.

Ten Roman Catholic, Protestant and Jewish clergymen will advise American Motors Corp. on "ethical aspects" of its 1958 bargaining with the United Auto Workers, it was announced last month.

Ethical considerations may arise, the announcement said, when dealing with questions such as:

—Would the shorter work-week really mean more leisure for workers or, because it would make possible the holding of a second job, more competition for others?

—Should the fruits of higher productivity be passed on to labour, stockholders or the consumer; how should they be shared?

—Is it more ethical to call back the worker with the highest seniority first, or the worker with less seniority but more skill?

LABOUR LAW

Legal Decisions Affecting Labour

Ontario court finds suspension of union members invalid, and, in another case, dismisses charge of conspiracy against union members

In connection with a claim for compensation under the Saskatchewan Workmen's Compensation Act, which until 1956 applied to certain groups of railway employees, the Saskatchewan Court of Appeal held that a mistaken forecast by a medical doctor of the consequences of injuries does not invalidate a release from compensation claims.

The Ontario High Court of Justice, dealing with an action brought by a letter carrier against members of his union, upheld the right of a suspended union member to resort to courts when the provisions of a union constitution for internal appeal are equivocal, illusory and impractical, and found the suspending decision contrary to the rules of the constitution and principles of natural justice. In another case involving a dispute between two unions in the construction industry, the Court dismissed, because of lack of evidence, a claim of conspiracy to bring a breach of contract and prevent members of a rival union from getting employment.

In the United States, the Supreme Court, following the line of previous decisions, recently ruled that the Railway Labor Act prohibits discrimination by the bargaining agent in defending the rights of the members of a bargaining unit.

Saskatchewan Court of Appeal...

... rules that mistaken medical opinion does not invalidate a release from claims for compensation

In a unanimous decision given on October 7, 1957, the Saskatchewan Court of Appeal upheld the judgment of the District Court and dismissed the appeal of a workman who, on the ground of mutual mistake, sought to set aside a release from injury claims and obtain compensation under the Saskatchewan Workmen's Compensation Act. The Court held that a mistake in forecasting the consequences of injuries was a mistake of opinion and not of fact and as such would not nullify a release.

The facts of the case were set out by Chief Justice Martin in his reasons for decision.

A CNR trainman who had been injured in the course of his duties signed a release of all claims arising out of his accident after being advised by a company doctor that he had no serious disability resulting from his injuries. When it transpired that the medical opinion was wrong, the trainman brought an action in the District Court, which was dismissed on the ground of lack of jurisdiction (L.G. 1953, p. 1044). On appeal, the matter was referred back to the trial judge (L.G., Feb. 1957, p. 201), who dismissed the action, whereupon the plaintiff launched this appeal.

With respect to the plaintiff's argument that the settlement was based on a mutual mistake induced by the agent or agents of the defendant's medical clinic, Mr. Justice Martin stated the doctors' statements were opinions and could not be regarded as statements of fact. Mistakes in forecasting the consequences of injuries, he added, were mistakes of opinion. The plaintiff was a free agent and had signed the release of his own free will. If he felt he was not fully recovered, he could have delayed settlement and obtained further medical examination. Instead, he was prepared to take a chance that the medical opinions were correct.

It seemed to the judge that if a release under these circumstances were to be held invalid, no release involving physical injuries could be considered valid until all the consequences had finally developed and were known to the parties. According to the authorities, however, the validity of a release given by an injured person to one liable for his injuries depended not on whether the injured person knew what was wrong with him and the possibility of further trouble but whether he understood

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

that the release covered subsequent and consequential injuries.

This principle has been followed in a number of accident cases, in one of which, *Howell v. Stagg* (1937) 2 WWR 333, the judge stated that a mistake respecting the seriousness of injuries was a mistake in opinion which afforded no grounds for relief and in support of this opinion quoted from 53 *Corpus Juris* 1212 which reads, "...a mistake in prophecy or in opinion or in belief relative to an uncertain future event such as the probable developments from, quickness of recovery from, and the permanence of a known injury is not such as mutual mistake as will void the release".

The reason given for this rule was that the consequences which develop in the future from known injuries depend on so many unknown conditions they cannot be known with any degree of certainty. Mistakes in forecasting such consequences were mistakes of opinion, not of fact, and furnished no such ground for annulling a release, and Mr. Justice Martin, therefore, dismissed the appeal with costs. *Hurman v. Canadian National Railway Co.* (No. 2), (1957) 23 WWR 119.

Ontario High Court...

... rules suspension of union member void, being contrary to the principles of natural justice

On August 16, 1957, the Ontario High Court, in an action in respect of alleged illegal suspension from a trade union, held that the suspension was contrary to the principles of natural justice, and *ultra vires*. The right of a trade union member, in the opinion of the Court, to resort to a court action should not be denied or restricted by the provisions of union constitution for internal appeal if the provisions are expressed in equivocal terms which makes this right illusory and impractical.

Mr. Justice Thompson, who tried the action, related in his reasons for judgment the following facts of the case.

Fred Bimson, the plaintiff, had been a letter carrier since June 1941. Shortly thereafter he became a member of Local No. 3, at Hamilton, of the Federated Association of Letter Carriers of Canada, and held the office of secretary-treasurer of that branch for some five years until his suspension on March 2, 1956.

The Federated Association of Letter Carriers of Canada is a trade union or an association in the nature of a trade union whose membership is restricted to letter carriers, commonly known as postmen, and postal employees holding positions on the letter carrier staff. It is composed of some 127 branches with an aggregate

membership of 5,200 persons. The local branches work in accordance with the constitution, which contains provisions for the issue of charters to branches by the federated body and for the enactment of by-laws, rules and regulations by local branches not in conflict with the constitution of the federation.

Letter carriers are employees of the Government of Canada and as such are subject to legislation and regulations respecting the federal Civil Service. This situation has precluded the possibility of a union shop or any collective bargaining agreements in so far as the association in question is concerned. However, among the objects of the federation are the promotion of legislation in obtaining redress of grievances and improvement of wage and working conditions for its members by legislation or otherwise. This involves the presentation of submissions and representations to the appropriate departmental authorities.

About a year prior to the events that led to the case at bar, the Hamilton branch had circularized members of Parliament respecting an incident concerning postal employees of the City of Montreal. The National Executive Committee, which apparently was determined to retain exclusive control of the channels of communication with Parliament and the Government, strongly objected to the Hamilton Local's action. On February 16, 1955, the National Executive passed the following resolution:

...that all Branches be informed that Section 14 of Article IX means; That no Branch is to send out circular letters to anybody, especially members of Parliament and the Departments of the Government or Branches of this Association, on matters of National importance without it first being submitted to the National Executive Committee for approval.

Section 14 of Article IV of the Constitution reads as follows:

No subordinate Branch shall submit any legislation "other than effects their own local conditions" to the Local Trades Council or Dominion Trades Congress or other bodies until such legislation has been submitted to the Federated Executive Committee and has received their endorsement. Any deviation from this law will be severely dealt with.

Local No. 3 protested the ruling of the National Executive and on April 5, 1955 dispatched a letter of protest to the National Executive Committee and all subordinate branches maintaining that the ruling was an abortive attempt to amend the constitution under the guise of interpretation. For the time being the question remained at issue between the two bodies.

In February 1956 certain disciplinary action was taken against one of the members of Local No. 3 by the postal authorities for an alleged breach of duty in the course of his employment. The Local took strong exceptions to this action and sent telegrams to the Minister of Labour, the Postmaster-General and the Deputy Postmaster-General protesting the incident and requesting that the Postmaster at Hamilton be removed and that an independent board of inquiry be set up to investigate existing conditions at the Hamilton Post Office. The incident has been referred to as "The Erskine case".

The telgrams referred to aroused the indignation of the National Executive Committee and a delegation from the Hamilton Branch, including the plaintiff, was required to attend a meeting of that Committee in Ottawa in mid-February 1956.

On or about February 15, 1956, Bimson, accompanied by the Local President Krevensky, attended that meeting, representing the Hamilton Branch. The Erskine case was discussed and the convention was prepared to endorse the Hamilton request for an extra-departmental inquiry that was to be incorporated into a brief then in the course of preparation for submission to the Deputy Postmaster-General by the Executive Committee.

It appears that at the same meeting Bimson in his representative capacity on behalf of his branch made a promise that the Erskine case would be left in the hands of the National Executive and that no local action would be taken until such time as the committee had an opportunity to present representations to the Department of the Postmaster-General and a reply thereto had been received. Also it would appear that the Committee was informed that Local No. 3 would refrain from independent action only if the matter was dealt with promptly by the Department.

On its return to Hamilton the delegation reported on the Ottawa meeting to the Local Executive Committee of the Branch. That Committee then took the position that the National Committee sought to curtail the activities of the Local Branch by means of an illegal attempt to amend the constitution and that the Local would not be dictated to in this matter.

On February 17 the National Secretary-Treasurer wrote Bimson and quoted in part from a letter from the Deputy Postmaster-General wherein it was stated that there was no indication of any need for an investigation into conditions in the Hamilton Post Office at the present time.

Following this, at a regular meeting of the Branch held on March 1, 1956, a letter

dated February 29 and drafted by the Branch Executive, addressed to members of Parliament, was approved by the membership. This letter outlined the view of the Branch respecting the Erskine case and solicited the assistance of the members of the House of Commons in setting up an independent Board of Inquiry to investigate the conditions in the Hamilton Post Office. It was signed by the plaintiff as Secretary-Treasurer and dispatched on March 1 after the approval of the branch membership.

Retaliatory action on the part of the National Executive was quick to follow. The National President Johnston instructed the National Secretary-Treasurer Gammon to notify the plaintiff that he was suspended from membership in the Association. A telegram accordingly was sent by Gammon to Bimson on March 2, 1956. At the same time ballots were sent or delivered to the nine other members of the National Executive seeking a vote upon Bimson's suspension; when they eventually were returned, they were unanimous in favour of suspension.

The action brought by Bimson was originally framed against ten named defendants as individuals who constitute the National or Federated Officers and Executive Committee of the Union. The relief sought in the first instance was (1) a declaration that the plaintiff is a member in good standing of the Association, (2) an order or mandatory injunction compelling the defendants to reinstate him as a member of the union and (3) punitive damages. Later the action was constituted as a representative action in which the named defendants represented all members of the union; this relieved the individual defendants from all claims for personal liability and the injunction sought was to restrain all members of the union from acting upon or carrying out the purported suspension of the plaintiff.

The evidence presented before the court disclosed the following facts: No charge or formal complaint of any nature against Bimson was ever preferred or laid; no notice of any charge or complaint was ever given to the plaintiff; no intimation of the intended action of the National President or the National Executive Committee was ever given or communicated to Bimson; no hearing or investigation into the facts was ever conducted, either by the National President or the members of the Executive Committee or any other fact-finding body; no reasons for his suspension were ever given to the plaintiff, prior to the institution of this action; no explanation of or respecting alleged misconduct or breach of the constitution, by-laws, or

rules of the Association was ever requested, required or demanded of the plaintiff; the purported suspension was the arbitrary act of the National President, subsequently concurred in by the members of the Executive Committee individually with no opportunity accorded to the plaintiff of being seen or heard.

At the hearing the National President and other defendants disclosed that the reason for the plaintiff's suspension was that he had violated the promise or undertaking given to the National Executive at its meeting in Ottawa in February 1956.

In the opinion of the court the action at bar raises most important considerations of law affecting the plaintiff's right to sue, the right to relief (if any) and against whom.

In the absence of incorporation or some other form of legal recognition as an entity, a trade union, or such an association as that under consideration in the case at bar, is classified as a voluntary association. In the case of such voluntary associations, judicial interference in matters of internal management and discipline to prevent injustice and oppression appears to have been governed by the nature and extent of the economic interests involved; otherwise, in matters involving mere ethics or morals they have been left largely to their own government.

In England, the trade unions have the status of a *quasi*-corporation (*Taff Vale Railway v. Amalgamated Society of Railway Servants* (1901)) but in Canada the Supreme Court refused to regard an unincorporated trade union as an entity in law distinct from its individual members. This position has been reaffirmed in the recent decision of that court in *Orchard v. Tunney* (1957) (L.G., Oct. 1957, p. 1214).

Mr. Justice Thompson then added:

Labour legislation in Canadian jurisdictions, as well as relieving them from certain common law disabilities as conspiracies or combinations in restraint of trade, has conferred defined rights upon Trade Unions as such for the purposes of attaining the objects set out in such enactments. Whether or not unincorporated unions have attained some semblance of status as legal entities will depend upon the construction of the particular legislation involved. To the moment however, such rights would appear to be confined solely to the purposes set out in such legislation. Whatever those purposes may be, they do not appear to have been extended to union internal affairs: *Orchard v. Tunney, supra*.

In the case of unincorporated trade associations it has been long established that they may be sued in a representative action by one seeking redress for wrongful suspension or expulsion from their ranks. As to the remedy available, the Supreme Court

of Canada settled in the *Orchard v. Tunney* case that relief as against the union or its membership is confined to a declaration or an injunction, or both. Any remedy for the recovery of damages will lie only against those individual defendants concerned for their tortious acts.

In recent years trade unions have acquired such impressive importance in the promotion of employer-employee relations, that union membership is now becoming translated into terms of security of an assured standard of life.

The constitutional right to work is thereby most frequently preserved, and, in the case of a closed or a union shop, such membership has become a virtual condition precedent to that right.

The enhanced gravity of the civil consequences involved in cases of wrongful expulsion apparently gave rise to the adoption by the Courts of the contract theory to provide relief against oppression and injustice. That theory is premised upon the proposition that a contract is made by a member when he joins the Union, the terms and conditions of which are provided by the Union's constitution and by-laws; and that in the case of a dismissal contrary to the constitution and by-laws, a breach arises, which will justify intervention to protect contractual rights...

The contract is not a contract with the Union or the association as such which is devoid of the power to contract, but rather the contractual rights of a member are with all other members thereof.

Further Mr. Justice Thompson stated that it has long been established that officers, committees or members of voluntary associations when exercising powers of expulsion or suspension are assuming *quasi* judicial functions. The courts have intervened to review and control their decisions when they have acted contrary to the rules of the Association, or without jurisdiction, or in a manner which has been said to be "contrary to the principles of natural justice".

Also it has been established that there is no inherent power of expulsion in a voluntary association; it must be conferred and exercised in conformity with the rules of the association.

The application of the term "natural justice" has given rise to the greatest differences of judicial opinion. It has been said that the phrase is difficult to define, has little meaning and seems to be misleading.

The principle of "natural justice" has been applied largely in the cases of procedural defect. From a long line of judicial decisions it would appear that the absence of certain essentials will amount to a denial of natural justice sufficient to avoid any judgment or edict of expulsion from a voluntary association: the member concerned must have reasonable notice of,

and of the nature of, the charge or charges against him; he must not be condemned to consequences unheard and without having the opportunity of making defence.

In the *Beland v. l'Union St. Thomas* (1890) case the judge held that even where the rules of an association did not make express provision for notice of intention to move for expulsion, a resolution of expulsion was void and a nullity in the absence of notice and an opportunity of defending. In Mr. Justice Thompson's opinion the right to notice and to be heard takes its origin in the *audi alteram partem* rule, reflected in Magna Charta which is still law in this province.

It is essential that the expelling tribunal should act in good faith, be impartial, unbiased and disinterested.

In the case at bar the court held that Mr. Bimson's suspension was tantamount to expulsion and the evidence shows that it was intended to be so. The question arises whether this suspension was in keeping with the terms and conditions of the Constitution.

Mr. Justice Thompson reviewed the disciplinary clauses of the constitution and in particular Section 1 of Article IV relating to the powers of the Federated President under which the defendant Johnston suspended the plaintiff. The relevant part of the section reads as follows:

...He shall have the power to *define and regulate* the admission, suspension or expulsion of any member, suspend or cancel the Charter of any Branch of the Federation.

...His decision in any matter shall be subject to the approval of the Executive Committee.

In the opinion of the Court this provision could not be construed as conferring upon the Federated President the absolute and arbitrary power to suspend or expel a member of the Association, even with the approval of the Executive Committee. It should be interpreted that the President shall have power to make and promulgate, subject to the approval of the Executive Committee, rules and regulations respecting, determining the limits of and setting forth the terms and conditions of the admission, suspension and expulsion of individual members of the Association.

The Court took also exception to the way in which "the approval of the Executive Committee" was granted. It was stated that no valid determination binding the members of the Association could be made by their assent separately and individually expressed, and any approval of the Executive Committee would have to be granted before the suspension became or could become effective.

The Court did not find valid the reason given for the plaintiff's dismissal, namely, the breach of his promise or undertaking made to the National Committee in February 1956. This promise was given by Bimson in his representative capacity, and, if it could be said that such a breach was an offence according to the constitution (which was doubtful), then the offence or a breach was committed by the Hamilton Branch as a unit and any disciplinary action could have been taken against the Branch as a whole.

In conclusion Mr. Justice Thompson held that the plaintiff's suspension was wrongful and illegal. It was contrary to the principles of essential and natural justice; it was not in accordance with the constitution; and it was made without jurisdiction, in bad faith and in breach of the membership contract. It was *ultra vires* and as such is nul and void.

The court also rejected the contention set forth by the defendants that the court action was premature because the plaintiff failed to exhaust those remedies open to him by way of appeal within the framework of the Association as provided by its constitution. After examining the provisions of the constitution dealing with appeals the court found them conflicting, inadequate and illusory. Consequently the court held:

If the constitutional right of recourse to the Courts is to be restricted by provisions for internal appeal, then those stipulations should be expressed in clear, unequivocal terms and fair and honest provision should be made for disposing of such appeals. The right of appeal in this case is doubtful, illusory and impractical and, in the absence of an express contractual provision for the exhaustion of remedies specifically provided for, the plaintiff's right of resort to this Court should not be denied. The real ground upon which the Court insists upon the exhaustion of such remedies, in cases where it does, is that adequate and proper provision exists to give relief and administer justice in the domestic forum.

Finally the Court ruled that the plaintiff, Fred Bimson, is a member in good standing of the Federated Association of Letter Carriers of Canada. Also the Court granted an injunction restraining the defendants and every member of the Association from acting upon or carrying out the purported suspension of the plaintiff made upon the order of the Federated President on March 2, 1956, and from interfering with the plaintiff in the enjoyment of his rights, benefits and privileges as a member of the said association. *Bimson v. Johnston et al. representing the Federated Association of Letter Carriers of Canada*, (1957) 10 DLR (2d) Part 1, 11.

Ontario High Court...

...dismisses union members' action against another union's members over interference with employment

The Ontario High Court of Justice on March 5, 1957, dismissed a claim of conspiracy to injure by procuring breach of contract and preventing certain workmen from getting employment brought by certain union members against the members of another union.

The facts of the case were related by Mr. Justice McRuer in his reasons for judgment.

In September 1952, Robert Simpson Co. Limited entered into a contract with Pigott Construction Company Limited to lay the foundation for a building. Later a further contract was entered into by the same parties to erect the superstructure of the same building. The employees of the Pigott Company belonged to unions affiliated with the American Federation of Labour and they had all agreed not to work on the same building with non-union men or members of a union not affiliated with the AFL.

In November 1953 the Robert Simpson Company entered into contract with Gardiner-Wighton Limited to install some shelving for storage and work rooms. The bargaining agent for the Gardiner Company was the United Construction Workers, a trade union affiliated with the United Mine Workers of America and the Canadian Congress of Labour.

When the Gardiner Company learned that there was a closed shop agreement with respect to this building, restricting the employees to the unions affiliated with the AFL, the Company decided to complete the contract without the services of the carpenters who were members of the United Construction Workers.

The court action in respect of interference with employment was brought by some employees of the Gardiner Company, members of a union affiliated with the UMW and the CCL against the employees of the Pigott Company belonging to unions affiliated with the AFL.

The plaintiffs alleged the following:

Between the 22nd day of November, 1953, and the 8th day of December, 1953, the defendants wrongfully and maliciously conspired, combined and agreed to injure the plaintiffs in their trades and employment as carpenters by preventing the employment of the plaintiffs by any contractor in the Toronto area and by causing the discharge or layoff of the plaintiffs by the threat of an unlawful strike against contractors or against their principals.

In particular the plaintiffs claimed that the defendants were members of a conspiracy to injure the plaintiffs by prevent-

ing their employment by the Gardiner Company, and to bring about the discharge or layoff of the plaintiffs by that company by the threat of an unlawful strike against the Robert Simpson Company Limited and Piggott Construction Company Limited.

The Court rejected general allegations of conspiracy to prevent the employment of the plaintiffs by any contractor in Toronto as not supported by any evidence, and concentrated on two particular allegations: (1) conspiracy to injure the plaintiffs by procuring the Gardiner Company to breach its contract with them; (2) a conspiracy to injure the plaintiffs by preventing them from getting employment with the Gardiner Company on the contract in question.

According to Mr. Justice McRuer the legal principle applicable to the case at bar reads: "It is an actionable wrong to agree to procure a breach of contract if as a result the contract is broken and damage flows from the breach."

In support of that proposition there are many authorities. The Court referred to one quotation from the judgment of Lord Wright in *Crofter Hand Woven Harris Tweed Company Limited and Others v. Veitch and Another* (1942):

I approach the question on the assumption that the appellants have to prove that they have been damaged by tortious action. They do not prove that by showing that they have been harmed by acts done by the respondents in combination, these acts being apart from any question of combination otherwise within the respondents' rights. It is not then for the respondents to justify these acts. The appellants must establish that they have been damaged by a conspiracy to injure, that is, that there was a wilful and concerted intention to injure without just cause, and consequent damage.

In order to succeed in the first contention of the case, namely of a conspiracy to injure the plaintiffs by procuring the breach of contract, the plaintiffs would have to prove that the defendants agreed to procure a breach of a specific contract, or to do acts which were intended to bring about a breach of the contract. The intention to injure the plaintiffs is an essential element in the agreement in order that it may be actionable.

Evidence which merely show that acts were done, whether lawful, or unlawful, which resulted in a breach of contract does not give rise to a cause of action for inducing a breach of contract. It must be shown that the intended purpose of the acts was to bring about a breach of contract.

To support this statement the judge quoted from the *Crofter* case:

Intention to injure resulting in damage without lawful justification or excuse is the basis of the action.

In *Stott and Another v. Gamble and Others* (1916) it was stated:

The plaintiff must show there was an intentional invasion of his contractual rights; not merely that a breach of contract was the natural consequence of the defendant's conduct.

Similarly, Mr. Justice McRuer stated, in order to succeed in the second contention, namely, of a conspiracy to prevent the plaintiffs from getting employment, the evidence must establish that the predominant purpose of the agreement relied on was to prevent the plaintiffs from getting employment of their own choice. A lawful agreement which merely resulted in interference with the plaintiffs' employment is not actionable.

The available evidence showed that prior to the events which led to the action in question, the Toronto Builders Exchange (of which the Pigott Company was a member) had a collective agreement with the Toronto Building Trades Council (to which the defendants' unions belonged), which was in the nature of a closed shop agreement. In addition the members of the AFL unions who were working under Pigott contract had all agreed that they would not work on the building when non-union men or members of a union not affiliated with the AFL were employed.

There is no evidence that the general agreement entered into by the members of the AFL unions that they would not work on this building either with non-union men or any members of a union not affiliated with the AFL was entered into with the specific object of depriving the plaintiffs of employment. It was an agreement that had undoubtedly been entered into long before the Gardiner contract was let, and the defendants no doubt had no knowledge of whether the shelving would be put in by a contractor employing labourers belonging to other than AFL unions, or by labourers who did not belong to any union.

Counsel for the plaintiffs did not argue that such an agreement was unlawful. The defendants had a right to agree alongside of whom they would work. But, it was argued, although this was a lawful agreement, when the defendants learned that the plaintiffs who had been brought on the premises to install the shelving were not members of the AFL, they resorted to unlawful means to procure their discharge; they threatened to call off all the men who were working on the Pigott contract and such a threat was a threat to call an unlawful strike under the provisions of the Ontario Labour Relations Act. Therefore, counsel argued, the defendants, having entered into a lawful agreement, decided to

enforce their lawful agreement by an unlawful means, directed towards the plaintiffs, its object being their discharge by the Gardiner Company or to prevent them from being employed on this work by the same Company.

The court disposed of this contention in the following way.

Assuming that it has been proved that the defendants agreed to what had been alleged, can the plaintiffs maintain an action against the defendants because they threatened to call an unlawful strike without explicitly proving that the intention was to damage the plaintiffs by either destroying the contract that they had or destroying their opportunities of getting employment in the future?

There is no evidence that the defendants knew of the character of the Gardiner's contract with the Simpson Company, nor there is any evidence that the defendants knew that Gardiner had employed the plaintiffs especially for this work. It might well be that as far as the defendants knew, Gardiner could give all the plaintiffs employment on some other work while he employed AFL members to finish this work.

The action was not brought by the Gardiner Company but by Gardiner's employees who apparently lost their employment because of the pressure put by the defendants on the Pigott Company.

In those circumstances, the judge concluded, the right of action does not lie at the instance of the employees of a contractor whose contract has been interfered with by pressure put on a third party, where that third party has not acted in combination with the defendants with the object and intention of destroying the contractual rights of the plaintiffs.

In dealing with the argument that the strike, if it had been called, would have been an unlawful strike and the threat to call it was a threat to an unlawful act, Mr. Justice McRuer stated that assuming that an unlawful strike was threatened or had even been called such a situation might give a right of action to the Pigott Company to force their employees to carry on with their work but not to the plaintiffs. In his opinion, the Labour Relations Act is not designed to give a right of action to third parties merely because there is a threat to call an unlawful strike.

In conclusion the court was of the opinion that the plaintiffs did not prove by proper evidence a conspiracy which had as its object the bringing about of a breach of contract between the plaintiffs and the Gardiner Company, or the prevention of the plaintiffs from getting employment with

the Gardiner Company, and therefore the action was dismissed. *Dewar et al. v. Dwan et al.* (1957) O.R. 546.

Supreme Court of the United States...

...rules that bargaining agent cannot discriminate against members of the unit on the basis of race

On November 18, 1957, the Supreme Court of the United States in *certiorari* procedure reversed the judgment of the courts below and held that the bargaining agent cannot discriminate against some members of a bargaining unit on basis of race, not only when negotiating a collective agreement but during the day-to-day administration of the contract as well.

The circumstances of the case were related by Mr. Justice Black, who delivered the opinion of the court.

The petitioners, certain Negro members of Local 28 of the Brotherhood of Railway and Steamship Clerks, were employees of the Texas and New Orleans Railroad at its Houston Freight House. Local 28 of the Brotherhood was the designated bargaining agent under the Railway Labor Act for the bargaining unit to which petitioners belonged. A contract existed between the union and the Railroad which gave the employees in the bargaining unit certain protection from discharge and loss of seniority. In May 1954, the Railroad purported to abolish 45 jobs held by petitioners or other Negroes, all of whom were either discharged or demoted. In fact the jobs were not abolished but filled by whites, except for a few instances where Negroes were rehired to fill their old jobs but with loss of seniority. Despite repeated pleas by the petitioners, the union did nothing to protect them against these discriminatory discharges and refused to give them protection comparable to that given white employees.

The petitioners brought an action in a Federal District Court in Texas against the Brotherhood, its Local Union No. 28 and certain officers of both. The petitioners contended that the union had failed in general to represent Negro employees equally and in good faith; they charged that such discrimination constituted a violation of petitioners' right under the Railway Labor Act to fair representation from their bargaining agent; and asked for relief in the nature of declaratory judgment, injunction and damages.

The respondents moved to dismiss the action on the following grounds: (1) The National Railroad Adjustment Board had exclusive jurisdiction over the controversy; (2) The Texas and New Orleans Railroad,

which had not been joined, was an indispensable party defendant; and (3) the complaint failed to state a claim upon which relief could be given.

The Federal District Court dismissed the action on the ground that Congress had given the Adjustment Board exclusive jurisdiction over the controversy.

This decision was confirmed by the Court of Appeals for the Fifth Circuit, apparently relying on the same ground.

The Supreme Court granted *certiorari* because the case raised an important question concerning the protection of employee rights under the Railway Labor Act.

In reversing the decision of the courts below the Supreme Court dealt with all three contentions put forward by the respondents.

Regarding the first contention that the National Railroad Adjustment Board had exclusive jurisdiction over the controversy, the Supreme Court held that it was an error for the courts below to dismiss the action for lack of jurisdiction. The exclusive jurisdiction conferred by the Railway Labor Act on the Adjustment Board applies only to "disputes between an employee or group of employees and a carrier or carriers" (§3 First (i)). In the case at bar there was no dispute between employee and employer but on the contrary there was an action by employees against their bargaining agent to enforce their statutory right not to be unfairly discriminated against by it in bargaining. The Adjustment Board has no power under the Railway Labor Act to protect them from such discrimination.

The respondents' second contention that the Texas and New Orleans Railroad Company was an indispensable party which the petitioners had failed to join as a defendant was also rejected by the Court as unjustifiable. The suit was not, directly or indirectly, against the Railroad. No relief was asked from the Railroad and the Court failed to see how the Railroad's rights or interests might be affected by this action to enforce the duty of the bargaining representative to represent petitioners fairly.

Turning to the respondents' final contention that the petitioners failed to state a claim upon which relief could be given, the Court stated that a complaint should not be dismissed on this ground unless the plaintiff can prove no set of facts in support of his claim which would entitle him to relief. Here the petitioners claim that they were discharged wrongfully by the Railroad and that the union, acting according to plan, refused to protect their jobs as it did those of white employees or to help them with their grievances, all

because they were Negroes. If these allegations are proven there has been a manifest breach of the union's statutory duty to represent fairly and without hostile discrimination all of the employees in the bargaining unit.

In the opinion of the Court discrimination in representation because of race is prohibited by the Railway Labor Act.

The bargaining representative's duty not to draw "irrelevant and invidious" distinctions among those it represents does not come to an abrupt end, as the respondents seem to contend, with the making of an agreement between union and employer. Collective bargaining is a continuing process. Among other things, it involves day-to-day adjustments in the contract and other working rules, resolution of new problems not covered by existing agreements, and the protection of employee rights already secured by contract. The bargaining representative can no more unfairly discriminate in carrying out these functions than it can in negotiating a collective agreement. A contract may be fair and impartial on its face yet administered in such a way, with the active or tacit consent of the union, as to be flagrantly discriminatory against some members of the bargaining unit.

The Court also dealt with respondents' contention that under the Railway Labor

Act aggrieved employees can file their own grievances with the Adjustment Board or sue the employer for breach of contract.

The Court has not denied this right, however the Court pointed out that it does not furnish any remedy against the union's alleged discrimination in refusing to represent petitioners. The Railway Labor Act, the Court added, conferred great power and protection on the bargaining agent chosen by a majority of employees.

As individuals or small groups the employees cannot begin to possess the bargaining power of their representative in negotiating with the employer or in presenting their grievances to him. Nor may a minority choose another agent to bargain in their behalf. We need not pass on the union's claim that it was not obliged to handle any grievances at all because we are clear that once it undertook to bargain or present grievances for some of the employees it represented it could not refuse to take similar action in good faith for other employees just because they were Negroes.

In conclusion the Supreme Court reversed the judgment and remanded the cause to the District Court for further proceedings not inconsistent with this opinion. *Conley v. Gibson*, 41 LRRM 2089.

Recent Regulations under Provincial Legislation

Minimum wages of janitors raised in British Columbia. Lathing made apprenticeable trade in Alberta. Psittacosis and ornithosis added to list of compensable diseases under B.C. Workmen's Compensation Act

In British Columbia, a new minimum wage order for janitors fixes a minimum hourly rate of 75 cents for janitors in buildings other than apartments and for resident janitors in small apartments, and minimum monthly rates ranging from \$50 to \$265 for resident janitors in large apartment buildings.

Regulations under the Alberta Apprenticeship Act added lathing to the list of designated trades and raised the ratio of apprentices to journeymen in the motor vehicle repair trade from one to three to one to two.

Psittacosis was added to the list of compensable diseases under the British Columbia Workmen's Compensation Act and the regulations under the Ontario Act were amended to include the operation of oil and gas wells among the industries in Schedule I.

Other regulations deal with permits under the British Columbia Electrical Energy Inspection Act, the code of standards adopted by the Ontario Fuel Board,

rules of practice and procedure of the Ontario Labour Relations Board, allowances under the Newfoundland Social Assistance Act and exemptions from the British Columbia and Saskatchewan Hours of Work Acts.

Alberta Apprenticeship Act

The regulations respecting the designated trades (Reg. 113/57) and the special regulations for the motor vehicle repair trade (Reg. 120/57) were amended by new regulations gazetted on November 15 as Reg. 280/57 and Reg. 281/57.

Designated Trades

Regulation 280/57 added the trade of lathing to the list of designated trades, with the result that no person eligible for apprenticeship may now engage in the trade for more than three months unless he has entered into an apprenticeship contract or has received permission from the Apprenticeship Board.

Alberta is the only province in which lathing is a designated trade. In Manitoba, however, lathing is designated jointly with plastering as an apprenticeable trade.

Motor Vehicle Repair Trade

In the motor vehicle repair trade the ratio of apprentices to journeymen is now one to two instead of one to three. The local Advisory Committee, however, may, in special circumstances, recommend that additional apprentices be employed. As formerly, an employer who is engaged in the trade and who employs a journeyman or who is himself a journeyman may have one apprentice.

Wages of apprentices continue to be a percentage of the prevailing journeyman's rate. Increases, however, are no longer automatic but, as in the machinist trade, are now contingent upon successful completion of the year's technical training. The rate for registered employment prior to first year technical training is 55 per cent and increases by 10 per cent each year. After successful completion of third-year technical training until completion of the apprenticeship contract, the apprentice must be paid at least 85 per cent of the journeyman's rate. Formerly, the minimum payable was 50 per cent during the first six months, with automatic increases every six months up to a maximum of 85 per cent.

Alberta Labour Act

The regulations setting out the procedure to be followed when, due to a merger or amalgamation or transfer of jurisdiction, a trade union wishes to change the name on the certificate, has been filed under the new system as Regulation 228/57 and was gazetted on November 15.

Alberta Vehicles and Highway Traffic Act

The regulations under the Alberta Vehicles and Highway Traffic Act, which, among other provisions, set out the classifications for an operator's licence, were gazetted on November 15 as Regulation 238/57.

British Columbia Hours of Work Act

The usual temporary order approving longer hours for the British Columbia mercantile industry during the Christmas period was gazetted on November 7, permitting employees in retail stores to work two hours in excess of the daily limits on any two days during the two weeks ending December 28, 1957.

This order was made under authority of the Hours of Work Act, which allows the Board of Industrial Relations to approve

longer hours from time to time so long as they are not inimical to the interests of the employees.

British Columbia Male and Female Minimum Wage Acts

A new minimum wage order for janitors, Male and Female Minimum Wage Order No. 43 (1957), made by the British Columbia Board of Industrial Relations on October 29 following a public hearing, was gazetted on November 7. The new order establishes a minimum hourly rate of 75 cents for janitors in buildings other than apartment buildings and for resident janitors in small apartment buildings, and minimum monthly rates ranging from \$50 to \$265 for resident janitors in large apartment buildings.

The order, which went into force on January 1, replaces Order No. 44 (1950) (L.G. 1951, p. 245), which applied to janitors in buildings other than apartment buildings and Order No. 43 (1952) (L.G. 1953, p. 290), which covered persons employed as janitors in apartment buildings.

The new order differentiates between "janitors" in buildings other than an apartment and "resident janitors" in apartment buildings, setting out special wage provisions for each group and also different conditions of labour and employment.

Janitors

Every janitor, by which is meant every person employed as caretaker, janitor, janitor-cleaner, janitor-fireman, janitor-engineer and window-cleaner in a building other than an apartment building, is now entitled to at least 75 cents an hour instead of 50 cents, and, as formerly, must be paid one and one-half times the regular rate for all hours worked in excess of eight in a day and 44 in the week where the hours worked do not exceed eight on any one day. As previously, in cases where the Board has approved different arrangements with respect to hours in accordance with the variations provided for in the Hours of Work Act, the overtime rate does not apply until the employee has completed the hours so established.

For the first time, a daily guarantee provision is set out for janitors employed by an employer whose sole or principal business is that of providing janitor service. Such janitors must be paid at the regular rate for the entire period spent at the place of work in response to a call and are guaranteed a minimum of two hours' pay at the regular rate if they report for work and four hours' pay if they commence work, subject to the usual qualifications. A

school student employed as a janitor who reports for work on a schoolday on the call of an employer whose principal business is supplying janitor service must also be paid at the regular rate for the entire period spent at the place of work, with a minimum of two hours' pay in any one day.

As well as limiting hours to eight in the day and 44 in the week unless specially authorized by the Board, the order again provides that a weekly rest of 32 consecutive hours must be given; in exceptional cases this may be varied by the Board upon the joint application of the employer and the janitor. A new provision requires split shifts to be confined within a 12-hour period immediately following commencement of work.

Resident Janitors

Unlike Order No. 43 (1952), which expressly stated that it covered every person employed as a janitor, janitor-cleaner, janitor-fireman, or janitor-engineer in an apartment building, the new order merely defines a "resident janitor" as an employee employed in an apartment building who resides on the premises. However, it does continue the distinction previously made between resident janitors in buildings with four residential suites or less and those in larger apartments, setting an hourly rate for the former and both hourly and monthly rates for the latter.

As has been mentioned, the new minimum for resident janitors in smaller buildings is now 75 cents an hour, which represents an increase of 20 cents over the former rate.

In the larger apartment buildings where rates previously ranged from \$39 to \$197, the minima now range from \$50 a month in buildings with five suites, increasing by \$5 a month for each additional suite, to \$265 in apartments with 48 or more suites. In addition to this monthly minimum, a resident janitor must be paid 75 cents, instead of 55 cents an hour, for time spent attending to single rooms, stores or accommodation other than residential suites.

If two or more janitors are employed in an apartment building and reside on the premises, the employer is again required to designate at least one as "resident janitor" and pay him not less than the prescribed monthly rate. The other janitor or janitors residing on the premises must now receive at least 75 cents an hour, 20 cents more than the minimum set by the former Order.

While maximum deductions for accommodation are not fixed, the Board is again

authorized, in a case where it considers the accommodation is unsuitable or the charge unreasonable, to give notice in writing of the facts and also to specify the deductions which the employer may make.

When a resident janitor is supplied with electricity or gas, a maximum of \$4 may again be deducted from his wages or, as an alternative, meters may be installed and the janitor must pay for the consumption of the electricity or gas according to the meter.

The order continues to provide for a weekly rest of 24 consecutive hours for resident janitors in apartment buildings containing 20 or more suites. In buildings with from 12 to 19 suites, however, the weekly rest requirement has been raised from 8 to 12 hours. Janitors in smaller apartment buildings are not guaranteed a weekly rest.

General Provisions

In addition to the special provisions, the order contains the usual provisions respecting the posting of orders and schedules, and the keeping of records.

British Columbia Workmen's Compensation Act

The British Columbia Workmen's Compensation Board, by a regulation gazetted on November 14 and effective May 15, 1957, has added psittacosis (ornithosis) to the list of compensable industrial diseases.

Psittacosis, commonly known as parrot fever, is a contagious virus disease of the parrot family which is communicable to man. It is marked by pulmonary disorder and high fever. Ornithosis, a virus disease of birds other than the parrot family, may also be transmitted to man.

These diseases are now compensable when contracted in any industry under Part I of the Act where there is established contact with ornithosis-infected (psittacosis) avian species, or ornithosis-infected (psittacosis) material.

Psittacosis and ornithosis have not previously been listed in the schedule of compensable industrial diseases in any province.

British Columbia Electrical Energy Inspection Act

The regulations under the British Columbia Electrical Energy Inspection Act governing electrical permits and fees were amended by O.C. 2679, gazetted on November 21, to make it clear that no person may construct, install or alter any electrical work on any premises without first obtaining a written permit from the inspector and that anyone who does such work without permission will be guilty of an offence punishable on summary conviction by a fine not exceeding \$50. Previously,

the regulations provided that this rule was to come into force when a notice was published in the Gazette.

Newfoundland Social Assistance Act

Some amendments to the regulations under the Newfoundland Social Assistance Act were gazetted on October 29, one of which raised from \$360 to \$440 the maximum annual income permitted for families receiving social assistance without deduction from the allowance. As formerly, if an adult receiving social assistance has an outside income in excess of \$360, the excess will be deducted from the social assistance allowance.

Another new provision permits a welfare officer to grant social assistance in kind in the form of special food orders up to \$10 for periods up to three months to a person who has been a patient in a sanatorium or who is in receipt of a satisfactory medical certificate. As before, a welfare officer may grant assistance in kind where in his opinion there is immediate need, pending the granting of social assistance by the Minister.

A third amendment provides that the regulations requiring an incapacitated adult to be examined by a medical doctor and to produce a medical certificate satisfactory to the Minister before being granted an allowance does not now apply to a female over the age of 55 years.

Ontario Labour Relations Act

The rules of practice and procedure made by the Ontario Labour Relations Board (CRO 236) have been amended by O. Reg. 261/57, gazetted on November 30.

In line with the amendment to the Act which permits the Board to sit in two panels, one under the chairman and the other with the vice-chairman as the presiding officer, the regulations now provide that the decisions, declarations, directions, orders and rulings of the Board may now be signed by the chairman or the vice-chairman.

An employee or group of employees affected by an application for certification who do not wish the applicant to be certified as the bargaining agent are now required to enclose an address for service when filing a desire in writing. Otherwise the Board may dispose of the application without further notice.

Special forms are now prescribed for use in cases where employees are engaging in a wildcat strike. A person applying for a declaration that such a strike is unlawful must use Form 13A and the respondents are required to reply on Form 14A. However, if the strike has been called or

authorized by a trade union or council of trade unions, the older forms, Form 13 and Form 14, are to be used when applying for a declaration or when answering allegations.

Ontario Workmen's Compensation Act

Some amendments to the regulations under the Ontario Workmen's Compensation Act were gazetted on November 16, to take effect on January 1, 1958.

The pumping or raising and collecting and conveying of petroleum by a person not engaged in the refining of petroleum or in the manufacture of petroleum products has been removed from the list of industries excluded from the collective liability section of the Act. Operating oil and gas wells have also been added to Schedule I, which contains the list of industries in which the employers are liable to contribute to the accident fund.

Schedule I was further amended by changes within classes and by the addition of manufacturing of electric shavers and vacuum cleaners.

Ontario Fuel Board Act

The Ontario Fuel Board, which by O. Reg. 40/55 adopted the code of standards sponsored by the American Standards Association, entitled "American Standard Installation of Gas Piping and Gas Appliances in Buildings" (Z.21.30-1954), except for the section on electrical connection, has issued a new regulation. It requires that the installation, repair, replacement or removal of appliances for use of natural gas, and the piping, fittings and venting of such appliances, comply with that code of standards. The new regulation was approved by O. Reg. 240/57, gazetted on November 7.

Saskatchewan Hours of Work Act

The order exempting the occupation of road maintenance from the requirement to pay overtime after eight hours in the day and 44 in the week has been replaced by a new order approved by O.C. 2169/57 and gazetted on November 29.

Under the new order, all employees of a rural municipality employed solely on road maintenance are exempt from the overtime requirement except those engaged in the storage, servicing or repair of road maintenance equipment. The latter will be now covered by O.C. 1837/55, which permits employees in areas outside the cities in places of employment other than shops, offices and factories to work up to 48 hours a week at the regular rate.

New Handbook on Canadian Labour Law

A book that brings together some material on Canadian labour law not easily available elsewhere has just been published. It is *Handbook on Canadian Labour Law** by A. C. Crysler, QC, which has an explanatory subtitle, "Commentary on the Legislation of Canada and its Provinces and the Decisions of the Courts respecting Labour Relations and Trade Unions".

This study of Canadian labour law was originally prepared by the author for the second edition of the *Canadian Encyclopedic Digest* (Ontario) where it appears in Volume 12, at pages 53 to 332, and was confined to federal labour law and the law of the Province of Ontario. For the present publication the original work was expanded to cover the legislation of other provinces and the court cases applying that legislation which are referred to in the footnotes.

The present volume is divided into several parts.

In the introductory pages there is a dissertation entitled "Constitutional Law and Functions of Courts respecting Labour Relations Boards" which is a commentary on the constitutional features in order to explain "the function of courts in labour matters generally and, in particular, the

function of courts in relation to Labour Relations Boards". This is followed by "Table of Cases" referred to in the volume.

The next part is entitled "Supplement" and is meant to supplement the material contained in Volume 12 of the *Canadian Encyclopedic Digest* and contains notes on amendments to labour relations legislation and court decisions in the labour relations field which occurred between the end of 1954 and October 1956.

Next follows the main section entitled "Labour Law" which contains the original material published in Volume 12 of the Digest and is divided into seven parts: Conspiracies or Combinations in Restraint of Trade; Intimidation; Injunctions; Trade Unions; Industrial Standards; Labour Relations; Labour Relations Boards.

Appendix A contains notes on the Quebec Collective Agreement Act and judicial interpretation of that legislation.

For the assistance of readers a general index has been added which links together all parts of this study, namely, the notes on Constitutional Law and Functions of Courts, the material contained in the Supplement, in Labour Law and in Appendix A.

Union Membership in U.S. Totals 18½ Million

The average total membership in 1956 of national and international unions with headquarters in the United States, which had agreements with employers in more than one state, was about 18,500,000.

This constitutes a net gain of 3 per cent over a two-year period, in spite of a reported drop in 1955, according to the U.S. Department of Labor.

The figures are based on union reports, supplemented by Bureau of Labor Statistics estimates.

The proportion of union members in the total labour force remained practically unchanged from 1954 at one out of four. Of the 189 unions listed in the Bureau's new directory, 130 had a total of slightly more than 1,000,000 members outside the continental U.S., mainly in Canada.

About 3,400,000 members—less than a fifth of the total union membership in 1956—were women.

The number of white-collar members, on which the Bureau tried to obtain data for the first time, was estimated at about 2,500,000. This represents less than 15 per cent of the total membership of national and international unions. White-collar workers in this case means those employed in professional, technical, sales, and clerical occupations.

Non-manufacturing industries accounted for more than 8,000,000 members, while more than 900,000 were found in federal, state, or local government service.

Membership continues to be concentrated in a few large unions. The six largest unions, each with 500,000 or more members, accounted for one out of every three union members; 146 unions, with less than 100,000 members each, had one-fifth of the total membership.

One hundred and forty-seven unions reported having more than 110,000 collective agreements in force. The total number of agreements now in effect is estimated at more than 125,000, and the number of workers covered at 18,000,000.

**Handbook on Canadian Labour Law*, by A. C. Crysler, QC, published by The Carswell Company Limited, Toronto. Pp. 373. \$12.50.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit in October increased 34 per cent over September's and 90 per cent over October's last year. Claimants on "live" file at month-end increased by 18 per cent, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in October was 167,363, an increase of 34 per cent over the 124,949 recorded in September and of 90 per cent over the October 1956 total of 87,929.

A total of 268,005 claimants, comprising 198,054 males and 69,951 females, had their unemployment register in the "live" file on October 31. This represents an increase of 41,475 or 18 per cent over the September 30 count of 226,530 (163,433 males and 63,097 females). On October 31, 1956, the totals were 139,377 (88,259 males and 51,118 females). Thus there has been a rise of 128,628 in the number of active claimants this year over last, most of whom are males, the number of females having increased by fewer than 20,000. Claimants at October 31 this year accounted for 6.8 per cent of the estimated insured population for October 1, while for the same dates last year the percentage was 3.7.

Males continue to comprise an increasing proportion of the claimants, 74 per cent on October 31 as against 72 per cent on September 30 and 63 per cent on October 31, 1956. This is related to the high proportion of males in industries such as construction in which activity is currently reduced.

There was a slight increase in the relative importance of claimants coming on the register during the current month, i.e., those on the register four weeks or less. This category accounted for 53.3 per cent of the current total as against 49.0 per cent on September 30. At the upper end of the schedule, i.e., 13 weeks or more on the register, a decline occurred, this group comprising 23.8 per cent on September 30 compared with 20.4 per cent on October 31.

Females make up 37 per cent of the "13 weeks or more" category but only 26 per cent of the total.

Twenty-nine per cent of claimants are "postal", i.e., they report by mail every two weeks as opposed to local claimants who report in person weekly. Thirty-one per cent of males and 25 per cent of females are postal.

Of 152,273 initial and renewal claims adjudicated during October, 118,252 or 77 per cent were considered "entitled to benefit". A considerably higher proportion of renewal claims (93 per cent) are considered "entitled to benefit" than of initial claims (66 per cent), due primarily to the fact that adjudication on a renewal claim does not involve re-examination of a claimant's contribution record. Of the 29,310 initial claims considered "not entitled to benefit" 20,608 or 70 per cent were cases in which the benefit period was not established. Disqualifications on initial, renewal and revised claims totalled 19,930 cases, the chief reasons being: "voluntarily left employment without just cause", 6,655 cases and "not capable of and not available for work" 4,226 cases. A substantial number of disqualifications (1,155 cases) was imposed because separation from employment was due to labour disputes.

The average weekly number of beneficiaries was estimated at 177,500 for October, compared with 166,000 for September and 95,500 for October 1956. The current estimate represents an increase of 86 per cent over last year.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

*See Tables E-1 to E-4 at back of book.

During October new beneficiaries numbered 104,818, an increase of 18 per cent over the 88,721 cases recorded during September, and of 109 per cent over the 50,123 cases shown for October 1956.

Benefit payments increased by about 20 per cent over September, but were sharply above October 1956 (86 per cent in the case of the number of weeks and 102 per cent in the amount). The larger increase in the amount of benefit is associated with the higher proportion of male claimants, who tend to be concentrated in the higher benefit rates. Payment data are: for October, \$16,331,548 and 780,961 weeks; for September, \$13,809,589 and 663,958 weeks and for October 1956, \$8,066,104 and 420,207 weeks.

The average weekly rate of benefit paid was \$20.91 during October, \$20.80 during September and \$19.20 during October 1956.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,694,719 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At October 31 employers registered numbered 297,736, an increase of 1,010 since September 30.

Enforcement Statistics

During October 1957, 5,386 investigations were conducted by enforcement officers across Canada. Of these, 4,126 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 66 were miscellaneous investigations. The remaining 1,194 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 91 cases, 25 against employers and 66 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 671*.

Unemployment Insurance Fund

Revenue received in October totalled \$22,857,359.01 compared with \$21,655,746.82 in September and \$22,058,882.82 in October 1956. Benefit payments in October amounted to \$16,305,464.48 compared with \$13,786,969.73 in September and \$8,048,372.58 in October 1956. The balance in the fund on October 31 was \$884,800,516.26; on September 30 there was a balance of \$878,248,621.73 and on October 31, 1956, of \$905,858,158.88.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1422, November 8, 1957

(Translation)

Summary of the facts: The claimant, married, 26 years of age, worked as an enterer for a textile company in L..... from 1946 to January 20, 1956. She filed a renewal claim for benefit on July 4, 1956, stating that she had been "previously on claim until May 12, 1956," that she had given birth to a baby on June 22 and that she was available for employment in her "former position only". The claim was allowed.

On January 23, 1957, the local office notified her of employment as a burler with her former employer, at a wage of 75 cents an hour, which was the prevailing rate in the district. The claimant, whose previous rate of remuneration was \$1.10 an hour, refused the job, stating that she would accept only employment paying

more than \$1.00 an hour. The local office commented that as more than a year had elapsed since she had separated from her employment, she could not expect to enjoy the privilege of seniority and was considered a new employee, subject to a rate of pay ranging from 75 cents to \$1.00; that her wage would have been determined on the basis of her initial production; and that her chances of obtaining employment at a wage in excess of \$1.00 an hour, save with the same textile company, were non-existent in L.....

On the facts on file, the insurance officer disqualified the claimant from receipt of benefit for a period of six weeks by virtue of section 59(1) (refusal without good cause of suitable employment) and for an indefinite period by virtue of section 54(2) (a) (non-availability).

*These do not necessarily relate to the investigations conducted during this period.

The claimant appealed to a board of referees, which, after having heard her lawyer on March 12, 1957, unanimously reversed the decisions of the insurance officer. According to the board of referees, the offer of employment at a wage lower than that she had previously earned was premature "in view of the circumstances and the fact that it was in a small locality where the chances of obtaining employment were remote".

The Director of Unemployment Insurance appealed to the Umpire.

Conclusions: I have difficulty in understanding the reasons given by the board of referees in support of its decision.

Section 59(3) of the Act states clearly that after a lapse of a reasonable interval from the date on which an insured person becomes unemployed, employment is not unsuitable by the fact that it is not in his usual occupation or at the same wage, provided that the wage offered is not less than the prevailing rate in the district.

What constitutes a lapse of a reasonable interval varies according to the circumstances, but it was certainly not the intent of the Act to permit the claimant to continue to receive benefit after many months of unemployment, when there was work available which she could easily perform, at the prevailing rate of pay in the district.

In my opinion, there was reason to doubt her availability for work from the first day of her claim, when she stated that she would accept employment in her "former position only". Under the circumstances, the local office authorities have certainly been lenient in permitting her to draw benefit for more than six months.

Therefore, I consider that the decisions of the insurance officer were well founded in fact and in law, and the appeal is allowed.

The disqualifications from receipt of benefit previously imposed are reinstated from the date that this decision is communicated to the claimant.

Decision CUB-1423, November 8, 1957

(Translation)

Summary of the facts: The claimant, 31 years of age, who has worked in her occupation as a waitress since 1952, lives in S..... On January 4, 1957, she applied at the local office there for employment as a "head waitress" and filed a claim for benefit, stating that she had worked as such in a restaurant in M....., from October 6 to December 22, 1956; that the

employment was temporary, as she was replacing her brother-in-law, who was ill and had since recovered.

On the same day (January 4), the local office notified her of employment as waitress in a restaurant at S..... She had an interview with the employer and after ascertaining that the work would be as an ordinary waitress, she refused the employment, pointing out that she had been in charge of four women and four men in her last employment.

The insurance officer disqualified her from receipt of benefit for a period of six weeks by virtue of section 59(1)(a) of the Act.

The claimant appealed to a board of referees, which, after having heard her in S....., on February 14, 1957, unanimously maintained the decision of the insurance officer. According to the board of referees, the employment offered was in an occupation similar to her usual occupation and she should have given it a fair trial in the hope of eventually replacing the waitress who was then in charge.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire, which was granted for the following reasons:

Did the claimant, having eight years of experience as a head waitress and being unemployed since December 22, 1956 only, have good cause to refuse employment as an ordinary waitress requiring no experience as a head waitress and where the possibilities of taking charge were at a minimum?

In her appeal to the Umpire, the claimant contended that the employment was unsuitable and that it was not really worthwhile acquiring experience in a trade if one had always to start over again when recommencing employment in one's occupation.

Conclusions: In my opinion, the contention of the claimant is well founded.

It would seem that, according to the remarks of the chairman of the board of referees, the claimant had many years of experience as a head waitress, which was the kind of employment for which she had registered at the local office.

Taking into account the very recent date of her unemployment and the fact that a city of the size of S..... could certainly offer some opportunities of employment of the kind she desired, I do not believe that it was the intent of section 59 of the Act to require her, under penalty of disqualification, to accept employment as an ordinary waitress.

The appeal is allowed.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 119 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 176 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	92	\$ 869,808.00
Post Office	19	238,203.09
Defence Construction (1951) Ltd.	1	29,789.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

Wage Claims Received and Payments Made during November

During November the sum of \$9,601.91 was collected from 13 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 248 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Morden Man: Harris Construction Co Ltd, improvements to spillway at dam. *The Pas Man:* Ruchotski Bros, construction of ditches in Pasquia area of Saskatchewan River Reclamation Project. *Grenfell Sask:* Saskatoon Contracting Co Ltd, construction of dam & spillways, Brown Hill Project. *Indian Head Sask:* Beattie Ramsay Construction Co Ltd, construction of control works, Katepwa Lake. *Moosomin Sask:* Saskatoon Contracting Co Ltd, construction of bridge over Pipestone Creek. *Vaughall Alta:* Concrete Constructors Ltd, construction of three precast concrete bridges, Bow River Project; Alex Spate Construction, construction of drop structure on main canal, Bow River Project.

Central Mortgage and Housing Corporation

Camp Gagetown N B: Wheaton Construction Co Ltd, site improvement & planting, DND 44/54. *Chatham N B:* Eastern Landscape Co, site improvement & planting, DND 6/54. *Montreal Que:* Monitor Construction Co, *snow removal, Benny Farm. *Barriefield Ont:* Ball Bros Ltd, completion of apartment bldgs, DND 6/53. *Hamilton Ont:* Danks Construction Ltd, construction of housing units, FP 5/55. *Ottawa Ont:* Dibblee Construction Co Ltd, installation of sanitary sewer connection to service CMHC head office bldg & Forest Products Laboratory. *Prescott Ont:* Ontario Greenwood Corp, construction of housing units, FP 3/56. *Windsor Ont:* Oldeastle Nurseries Ltd, site improvement & planting, FP 3/54. *Edmonton Alta:* J H From Ltd, site improvement & planting, DND 4/53, DND 8/55, & DND 9/55; Sphinx Construction Co, chimney repairs, project 9/49; Herman Van Bruggen, landscaping, project 9/49; Alaskan Heating & Airconditioning, eavestroughing, project 9/49.

Department of Citizenship and Immigration

Dauphin Indian Agency Man: S Warner, construction of Valley River Indian day school with teacher's quarters. *Crooked Lake Indian Agency Sask:* Holterman Construction, installation of toilet & shower accommodation, Cowessess IRS. *Blood Indian Agency Alta:* Town & Country Construction, construction of garage, Blood IRS. *Lesser Slave Lake Indian Agency Alta:* Danbrook & Pelland, supply & installation of water pumping & water treatment equipment & construction of well pit, Jousard IRS. *Skeena River Indian Agency B C:* Stange Construction Co Ltd, construction of power plant bldg & supply & installation of diesel electric generating equipment at school, Lakasap Indian Reserve No. 9.

Defence Construction (1951) Limited

Bouchard Que: Canadian Pacific Railway Co, *construction of railway siding at transit bldg. *Shirleys Bay Ont:* Queensview Construction & Development Ltd, construction of accelerator bldg. *Trenton Ont:* Electric Motor Sales & Service, floodlighting of hangars, RCAF Station. *Rivers Man:* Canadian Comstock Co Ltd, connection of additional boiler & equipment, central heating plant, RCAF Station. *Edmonton Alta:* Williams Bros, interior painting of PMQs, Griesbach Barracks. *Comox B C:* Orion Builders Ltd, construction of flight simulator bldg with services, RCAF Station.

Building and Maintenance

Barriefield Ont: McGinnis & O'Connor Ltd, resurfacing of roads, RCME school. *Camp Shilo Man:* Dry Wall Decorating (Winnipeg) Ltd, interior painting of PMQs; Carlson Decorating Co, interior painting of camp bldgs. *Regina Sask:* A Cadman Ltd, construction of fire curtains in No 7 area, Ordnance Depot. *Camp Waiwright Alta:* Park & Derochie Decorating Co Ltd, interior painting of bldgs, Sicily, Dieppe & Imjen areas.

Department of Defence Production

Beaverbank N S: S W Ferguson Ltd, repairs to roof, operations bldg, RCAF Station. *Cornwallis N S:* S W Ferguson Ltd, interior painting of bldg, HMCS *Cornwallis*; Purves Industrial Sales, repairs to swimming pool equipment, HMCS *Cornwallis*. *Dartmouth N S:* Green's Economiser Ltd, supply & installation of economizers on high pressure boilers, HMCS *Shearwater*. *Halifax N S:* J D Bremner & Son Ltd, renewal of water lines, bldg S-11, HMCS *Stadacona*; Parker Bros Ltd, interior painting of bldgs 6 & 7, Willow Park; Rose Construction Co, removal of snow from DND properties, Nov 1, 1957 to March 31, 1958. *Shearwater N S:* Trynor Construction Co Ltd, paving of road & parking area, new officers quarters, RCN Air Station. *Montreal Que:* Baillargeon & Fournier, removal of snow from DND areas, 1957-1958; Baillargeon & Fournier, removal of snow during 1957-58, Longue Pointe Ordnance Depot; Baillargeon & Fournier, removal of snow from DND areas during 1957-58; Berwil Boiler & Steel Works Ltd, *relocation of oil tanks, DND area. *Valcartier Que:* Par-Metal Enr, *installation of wire mesh partitions in bldg, RCE, military camp. *Barriefield Ont:* Kingston Roofing & Flooring Co Ltd, repairing and/or replacing of tiles in rooms of PMQs, Fort Henry Heights. *Camp Borden Ont:* Canadian Comstock Co Ltd, modifications to air conditioning system, Technical Training School, RCAF Station. *Clinton Ont:* Weatherproofing Ltd, repairing of entrances & flashings of manholes of underground steam distribution system, RCAF Station. *Kingston Ont:* English & Mould Ltd, supply & installation of boiler, etc, bldg No 5, Artillery Park. *Shirleys Bay Ont:* Shore & Horowitz Construction Co Ltd, construction of piers and erection of steel tower, DRTE site. *Trenton Ont:* Gingras Construction Co Ltd, construction of lean-to extension, No 7 hangar, RCAF Station; Quinte Machine & Repair Co Ltd, installation of door in ME section, bldg No 113, RCAF Station. *Camp Shilo Man:* Clarks Electric, overhauling of fire alarm system, military camp; Maple Leaf Construction Ltd, repairs to parade squares, military camp. *Portage la Prairie Man:* Tallman Construction Co Ltd, repairs to runways, RCAF Station. *Winnipeg Man:* Fonseca Roofing & Sheet Metal Co, repairs to roof, bldg No 4, Fort Osborne Barracks; West End Contractors & Cabinet Makers Ltd, construction of addition to workshop, central heating plant, RCAF Station. *Saskatoon Sask:* Ches Foulds, *extension of AFS orderly room bldg, RCAF Station. *Cold Lake Alta:* Poole Construction Co Ltd, construction of foundation for butler bldg, RCAF Station; Gasalls Construction, *installation of doors in hangars, RCAF Station. *Edmonton Alta:* Bond & Leitch Ltd, repairs to roof & parapet wall, HMCS *Nonsuch*. *Namao Alta:* Grinnell Co of Canada Ltd, supply & installation of gate valves on sprinkler system risers, No 7 Supply Depot, Lancaster Park.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, repaving marginal roadway from cold storage plant to pier "B"; Standard Paving Maritime Ltd, paving of portion of pier 9 roadway. *Montreal Que:* P G Lalonde, construction of offices in shed 13. *Quebec Que:* Union des Carrieres & Pavages Ltee, placing of fill for reclamation of land at Brown's Basin; Union des Carrieres & Pavages Ltee, protective rock fill at New Oil Wharf, Wolfe's Cove. *Vancouver B C:* Williams & Williams (Western) Ltd, replacement of metal sash & frames, No 1 Elevator Annex.

Department of Northern Affairs and National Resources

(June-October Report)

Cape Breton Highlands National Park N S: Wm Matheson & Son, *installation of electrical service for laundry & comfort station; Taylor's Ltd, installation of plumbing services in comfort station & laundry bldg; G Louis Aker, *plastering & tile work for laundry & comfort station. *Halifax N S:* Walker & Hall Ltd, landscaping at Citadel; Standard Paving (Maritimes) Ltd, paving at Citadel. *Point Pelee National Park Ont:* S Ward, installation of plumbing & electrical services in four comfort stations. *St Lawrence Islands National Park Ont:* L Evans, *plastering & tile work for comfort station. Mallorytown Landing; George L Bushfield, installation of plumbing & electrical wiring in comfort station, Mallorytown Landing. *Riding Mountain National Park Man:* Minnedosa Plumbing & Heating Ltd, *installation of plumbing facilities in warden's house. Rossburn; F W Bumstead Ltd, *installation of plumbing & heating facilities for warden's station, Ochre River. *Prince Albert National Park Sask:* Campbell Plumbing & Heating Ltd, installation of plumbing & heating facilities in bunkhouse. *Banff National Park Alta:* W O Royle, *installation of steam heating system in bldg, cave & basin; Hingley Terrazzo & Tile Ltd, plastering & laying of floor in cave & basin comfort station; E R Copely, supply & installation of heating system for staff quarters bldg. *Jasper National Park Alta:* H Nielsen Plumbing & Heating, installation of plumbing & heating services in staff quarters bldg; Koebel Co Ltd, *electrical installations in apartment bldg; Lewis McCook, *lathing & plastering work in apartment bldg; Crawley & Mohr Ltd, *application of bonded roof on apartment bldg; Crawley & Mohr Ltd, *application of bonded roof over promenade deck; Koebel Plumbing & Heating, *conversion of heating system to oil. Fish Hatcheries Bldg. *Fort Langley B C:* Moore Electric, *installation of electrical services, No 3 bldg. *Kootenay National Park B C:* Hank's Electric Ltd, *installation of electrical services in bunkhouse bldg & kitchen-dining hall bldg; Patmore's Plumbing & Heating Co Ltd, installation of plumbing & heating systems in bunkhouse, kitchen & dining hall bldg.

Northern Ontario Pipe Line Crown Corporation

(March-November Report)

Manitoba-Ontario border to the vicinity of Port Arthur Ont: The Patricia Transportation Co Ltd, Zechner, Mundt & Co, Harris Construction Co Ltd, clearing of right-of-way; Dutton-Williams Bros Ltd, Morrison-Shivers Ltd, Majestic Contractors Ltd & Assocs, Houston Contracting Co, construction of pipe line. *Winnipeg, Eagle & Kaministiquia Rivers Ont:* River Construction Corp Ltd, Morrison-Shivers Ltd, Houston Contracting Co, construction of river crossings. *Port Arthur & Kapuskasing Ont:* Nelen Ltd & Assocs, Morrison-Shivers Ltd, River Construction Corp Ltd, Majestic Contractors Ltd, Mannix Co Ltd, construction of pipe line.

Department of Public Works

Bluc Rocks N S: Colin R MacDonald Ltd, breakwater reconstruction. *Crescent Beach N S:* Acadia Construction Ltd, repairs to protective works. *Lauzon Que:* Davie Shipbuilding Ltd, scraping & painting of floating caisson & rolling caisson entrance gate, Champlain Dry Dock. *Pointe Basse Que:* La Cie de Construction Arseneau, levelling of wharf. *Pointe au Pic Que:* L'Atelier Mecanique de la Malbaie, wharf repairs. *Tadoussac (Anse-a-l'Eau) Que:* Jean Baptiste Rioux, wharf improvements. *Thetford Mines Que:* Amedee Laflamme & L W Lafleur, addition to public bldg. *Near Brantford Ont:* T C Warwick & Sons Ltd, construction of No 11 school, Six Nations Indian Agency; Cromar Construction Ltd, construction of No 8 school, Six Nations Indian Agency. *Gull Bay Ont:* Alex Zoldy, wharf repairs. *Hamilton Ont:* Quigley Construction Co Ltd, harbour improvements (stage 2), Ship Street Wharf, Terminal No 3. *Mitchell's Bay Ont:* Dean Construction Co Ltd, wharf repairs & improvements. *Moose Factory Ont:* Pulsifer Construction Ltd, construction of four apartment teacherage; Pulsifer Construction Ltd, construction of nurses' residence. *Windsor Ont:* W S Fullerton Construction Co Ltd, replacement of pile clusters. *Morley Alta:* Poole Construction Co Ltd, construction of teachers' residence, Stony Sarcee Indian Agency. *Courtenay River B C:* Larsen & Grieve, renewal of river bank protection. *Deep Bay B C:* Gagne & Son Construction Ltd, boat harbour repairs. *New Westminster B C:* Fraser River Pile Driving Co Ltd, repairs to railway bridge. *Owen Bay B C:* Basarab Construction Co Ltd, float renewal. *Prince Rupert B C:*

Porr Piling (Canada) Ltd, construction of seaplane landing, Seal Cove. *Sooke B C*: Pacific Piledriving Co Ltd, construction of floats. *Whitehorse Y T*: Poole Construction Co Ltd, construction of office bldg. Experimental Farm; Poole Construction Co Ltd, construction of residence, Experimental Farm.

The St. Lawrence Seaway Authority

Caughnawaga Que: Dominion Bridge Co Ltd, raising south end of south span of CPR bridge over St Lawrence River. *Lachine Section Que*: Desourdy Construction Co Ltee, rebuilding of shale rock core of seaway dyke, Station 102-00 to 104-00; Desourdy Construction Co Ltee, placing of impervious material & unwatering of channel below Jacques Cartier Bridge; Desourdy Construction Co Ltee, pumping operations to maintain cofferdam area in dewatered condition, Station 101-00 to 124-00; Desourdy Construction Co Ltee, installation & operation of temporary water supply system for Town of Laprairie & for Fred A Lallemand & Cie; C Duranceau Ltd, decking, paving, railings, lighting, etc, Honore Mercier Bridge extension; Canada Iron Foundries Ltd, supply & installation of gates, operating machines & bulkheads for regulating works, St Lambert, Cote Ste Catherine & Upper Beauharnois Locks; Andex Ltd, supply of materials & construction of bldgs at St Lambert & Cote Ste Catherine Locks; P Baillargeon Ltee, construction of Cote Ste Catherine wharf & water intake for Cote Ste Catherine, Delson & St Constant; Alta Construction Co Ltd, construction of operators bldg for CPR lift bridge; Grant Mills Ltd, first stage construction of Montreal South sewage pumping station; Alta Construction Co Ltd, construction of sewage pumping station, municipality of Laprairie. *Soulanges Section Que*: G M Gest Ltd, installation of electrical system, Upper Beauharnois Lock; Alta Construction Co Ltd, construction of bldgs on Lower Beauharnois Lock; Alta Construction Co Ltd, construction of bldgs for Upper Beauharnois Lock. *International Rapids Section Ont*: C A Pitts, construction of ferry landing & access road, South Cornwall Channel; C A Pitts, construction of turning basin above Lock 19; J Lamontagne Ltee, supply of materials & construction of control houses, operations bldg, pump house & HEPCO staff bldg, Iroquois Lock. *Port Weller Ont*: The J P Porter Co Ltd, rock dredging, Station 0-00 to Lock 1, Welland Ship Canal. *Thousand Islands Section Ont*: Canadian Dredge & Dock Co Ltd, dredging in St Lawrence River. *Ontario & Quebec*: Dominion Structural Steel Co Ltd, supply & installation of bulkheads at all locks.

Department of Transport

Cape Race Nfld: Newhook & Morgan Engineering Ltd, construction of storehouse, pump house & related work. *Torbay Nfld*: Rayner Construction Ltd, additional development at airport. *Brier Island N S*: L E & P E Armstrong, construction of fog alarm bldg & demolition of existing bldg. *Fredericton N B*: A D Ross & Co Ltd, construction of airport lighting facilities. *Cap des Rosiers Que*: Arthur Lafontaine & Fernand Belanger, construction of fog alarm & radio beacon bldg. *Dorval Que*: The Foundation Co of Canada Ltd, completion of Air Terminal Bldg at airport; The Highway Paving Co Ltd, additional development at airport. *Rouyn Que*: D Lamothe Ltd, additional development at airport. *London Ont*: Power Installations (Sarnia) Ltd, installation of additional airport lighting facilities. *Malton Ont*: Whelpton Electric Ltd, installation of additional airport lighting facilities; Bell Construction Co Ltd, installation of additional airport electrical facilities. *Red Lake Ont*: J E Bond Ltd, reconstruction of runway at airport. *Thorold Ont*: Provincial Engineering Ltd, replacement of wire ropes on five fenders, Welland Ship Canal. *Dauphin Man*: R E Forbes & Sons, *seeding & fertilizing at airport. *Winnipeg Man*: Henry E Gibson & Co Ltd, construction of AASR site & related work at airport. *Saskatoon Sask*: W C Wells Construction Co Ltd, *alterations to IFR room, Air Terminal Bldg; North West Electric Co Ltd, *installation of control cables for raytheon AASR site. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport. *Edmonton Alta*: Poole Construction Co Ltd, construction of VHF omni range bldg & related work. *Penticton B C*: City Construction Co Ltd, additional development at airport. *Quesnel B C*: C J Oliver Ltd, construction of radio beacon bldg & related work & alterations to equipment garage. *Terrace B C*: Blakeburn Construction Ltd, installation of hazard beacons & related work at airport.

Two Toronto union locals have marked their 75th anniversaries: Local 27, United Brotherhood of Carpenters and Joiners, and Local 12, Amalgamated Lithographers of America.

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1957

A decrease of 0.2 per cent in the consumer price index (1949=100) between November and December 1957, from 123.3 to 123.1, marked the second consecutive month in which the index has declined*. As in the previous month, the decrease was attributable to a decline in the food index, which was partially offset by increases in the other groups.

The food index decreased 1.2 per cent from 120.2 to 118.8. The same percentage decrease in the food series was registered between October and November, and of the total decrease of 2.4 per cent between October and December, about one-half was seasonal.

Among food items, eggs were down 7 cents a dozen, with bacon, lettuce and imported fresh fruits also registering decreases. Smaller declines were shown for coffee, tea, sugar and margarine. Beef prices increased for the first time since August, and tomatoes and celery were higher in price.

The shelter index rose from 136.3 to 136.7 under the influence of both the rent and home-ownership components.

The clothing index was fractionally higher at 109.9 as the result of small scattered increases.

A 0.1-per-cent rise to 120.6 in the household operation index also reflected scattered price changes, with increases slightly more important than decreases.

A relatively sharp increase in the other commodities and services index from 127.7 to 128.4 was largely due to December prices of 1958 model cars compared with November prices of 1957 models. Gasoline prices were easier while toilet soap was higher.

The index one year earlier (December 1956) was 120.4. Group indexes on that date were: food 117.5, shelter 133.5, clothing 108.6, household operation 118.6 and other commodities and services 122.9.

City Consumer Price Indexes, November 1957

Consumer price indexes (1949=100) were lower in six of the ten regional cities between the beginning of October and November 1957 while indexes for the other

four regional cities were higher*. Changes ranged from a decline of 0.7 per cent in Saskatoon-Regina to an increase of 0.5 per cent in Halifax.

Food indexes were lower in all cities except Halifax and Montreal but shelter, clothing, household operation and other commodities and services were generally higher in all regional cities. Sharp decreases in pork prices as well as lower prices for beef were general in all regional cities. Price declines were also reported for sugar, coffee and grapefruit. Significant price increases were limited to those for oranges, lettuce and tomatoes.

Further price decreases were recorded on 1957 model cars while higher prices occurred in most regions for film and pharmaceuticals.

Regional consumer price index point changes between October and November were as follows: Saskatoon-Regina -0.8 to 120.2; Edmonton-Calgary -0.7 to 119.9; Ottawa -0.6 to 124.4; Toronto -0.3 to 126.4; Vancouver -0.2 to 123.6; St. John's -0.1 to 109.8; Halifax +0.6 to 121.2; Montreal +0.5 to 123.8; Winnipeg +0.3 to 121.2; and Saint John +0.1 to 123.4.

Urban Average Retail Food Prices

In response to widespread demands for such information, the Dominion Bureau of Statistics has begun regular publication of national average urban retail prices for some 60 food items. These figures will be shown each month in a table in the publication *Prices and Price Indexes*† and will appear for the first time in the October issue, released December 11.

This table will provide annual average prices for each of the past three years, the current month, the two previous months, the same month a year ago and two years ago. Single commodity price relatives for the latest month, on the base 1949=100, will also be published.

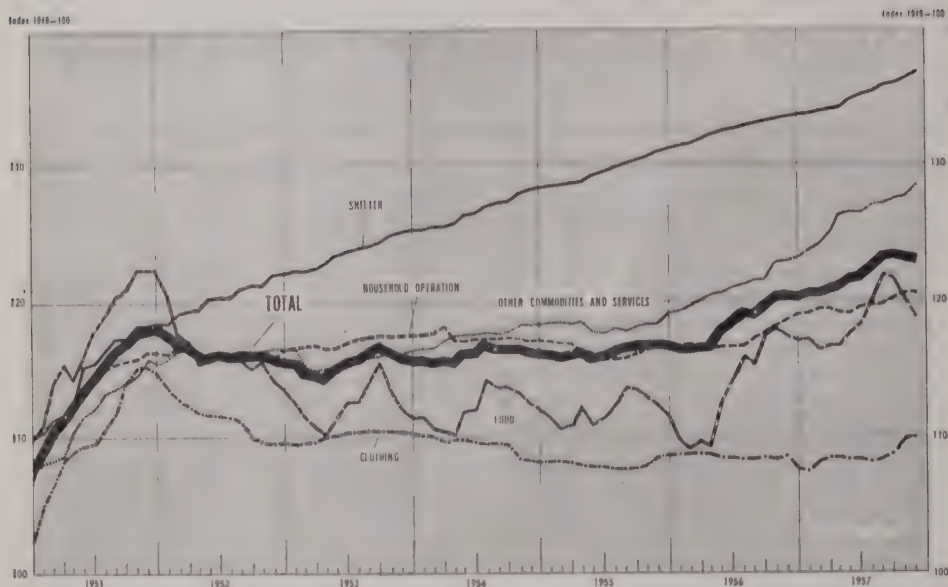
The published prices relate to 33 cities having population of 30,000 or more in 1951, with the monthly average price for each of the items based on approximately 500 quotations. Prices are obtained each

*See Table F-2 at back of book.

†Obtainable from Superintendent of Government Publications, Queen's Printer, Ottawa, 10 cents.

*See Table F-1 at back of book.

CONSUMER PRICE INDEX FROM JANUARY 1951



month from all chain foods companies, a representative sample of independent food stores, and, in the case of bread and milk, from a group of manufacturing bakeries and dairies engaged in sales direct to householders. A sample of independent food stores has been built up using Census of Distribution material and knowledge acquired by DBS field officers engaged in collecting prices.

Revisions of store samples within each city are made continuously in the light of changing store population and merchandising practices. The size of the sample of independent stores ranges from 8 in smaller cities to 20 in major urban centres. Chain store averages are based on prices obtained from a combination of head offices and specific chain store outlets in the larger cities. Use of head office prices is possible because most chain organizations maintain uniform prices in all outlets within a city or region. Some supplementary collection of produce weights and weekend special prices is done in selected chain store outlets in the larger cities.

Wholesale Prices, November 1957

The general wholesale index (1935-39=100) continued its downward movement between October and November, declining 0.4 per cent from 224.8 to 224.0. The index is 1.1 per cent lower than it was a year ago, whereas in the 12 months ending November 1956 it rose 2.7 per cent.

Six of the eight component groups moved lower during the month, one remained unchanged and one was higher. In each case the change was less than 1 per cent.

Animal products recorded the largest decline, 0.9 per cent, moving down from 232.7 to 230.5. Wood products receded slightly from 299.7 to 297.3, a decrease of 0.8 per cent, as a result of lower prices for spruce, fir, and cedar shingles. Decreases of 0.4 per cent occurred in both textile products and non-ferrous metals, the former dropping from 235.0 to 234.0 and the latter from 169.1 to 168.4. Iron and its products and non-metallic minerals both were 0.2 per cent lower; the former declined from 252.8 to 252.3 and the latter from 189.7 to 189.4.

The only group index which increased from October was vegetable products, which moved up 0.4 per cent from 192.8 to 193.6.

The chemicals group index remained unchanged at 182.5.

The index of farm products at terminal markets eased slightly from 200.7 to 199.7 between October and November. In the animal products section a fall of 1.2 per cent from 248.6 to 245.7 reflected losses for raw wool, eggs, hogs and for calves on Eastern markets, which were only partially offset by gains for calves in the West, steers, fluid milk and lambs. Strength was noted in field products, for which the index rose 0.6 per cent from 152.8 to 153.7. Higher prices were reported for flax, potatoes, rye

and Ontario wheat, with Ontario corn and oats showing slightly lower. Regional indexes were both 0.5 per cent lower, the Eastern series declining from 215.6 to 214.6 and the Western from 185.8 to 184.8.

The residential building materials index (1935-39=100) receded 1.0 per cent from 291.5 to 288.6 between October and November while the non-residential building materials index (1949=100) eased from 130.2 to 130.0.

U.S. Consumer Price Index, November 1957

The United States consumer price index (1947-49=100), after a one-month pause, resumed its climb between mid-October and mid-November 1957, to reach another

high. During the month it rose 0.4 per cent from 121.1 to 121.6.

The mid-November 1957 index was 3.2 per cent higher than the 117.8 of November the year before.

Except for the "no change" recorded between mid-September and mid-October, the index has been rising since mid-August 1956.

U.K. Index of Retail Prices, October 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose again between mid-September and mid-October after dropping three tenths of a point the month before. The latest rise was from 106.1 to 107.1, the highest point yet reached since the index was revised. One year earlier the index was 102.7.

STRIKES AND LOCKOUTS

There were 38 work stoppages in existence during November, causing a total time-loss of 119,125 man-days during the month. Both the number of stoppages and the time-loss have decreased since the previous month. Stoppages numbered 38 compared with 48 and time-loss decreased by slightly less than 10,000 man-days.

The November time-loss figure is the lowest since April 1957*. During November, however, one major stoppage began—that involving more than 5,000 workers in the British Columbia pulp and paper industry.

Of the 38 work stoppages in progress during November, two accounted for more than two thirds of the time-loss during the

month. These stoppages were the fishermen's strike (18,200 man-days lost) and the strike in the pulp and paper industry (66,780 man-days), both in British Columbia. These two strikes were still in progress at the end of the month.

Thirteen of the 38 work stoppages in progress during November involved one hundred or more workers; six of these stoppages were carried over from previous months, and seven began during November. At the end of the month, four stoppages involving one hundred or more workers were still in progress.

On an industry basis, as will be seen from Table 1, manufacturing had the highest rate for time lost, as a result of the strike in the pulp and paper industry in British Columbia. Time-loss in other industries was comparatively low.

*Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during the first eleven months of this year with the same months of last year. The approximate number of workers involved and the time-loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages, involving one hundred or more workers, in existence during November 1957. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

Table 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, NOVEMBER 1957

Industry	No. of Strikes	No. of Workers	Time Loss
Manufacturing	23	9,305	88,545
Construction	5	95	445
Transportation	2	64	975
Mining	3	1,961	9,785
Trade	4	196	1,175
Fishing	1	700	18,200

On a provincial basis (Table 2), time-loss in Ontario dropped considerably from last month's figure, mainly as a result of the end on October 28 of the Toronto Plumbers' strike. British Columbia had, in November, the highest rate for time lost as a result of the two stoppages involving large numbers of workers in the fishing and pulp and paper industries. Time-loss in other provinces was comparatively low and in none of these provinces did it exceed 14,000 man-days.

Table 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, NOVEMBER 1957

Provinces	No. of Strikes	No. of Workers	Time Loss
Ontario	15	2,615	13,010
Quebec	8	874	5,105
British Columbia	8	6,634	89,445
Nova Scotia	4	2,004	10,080
Manitoba	1	12	135
Newfoundland	2	182	1,350

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 113

Commerce

1. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Study of Inter-Latin-American Trade*. New York, United Nations, Department of Economic Affairs, 1957. Pp. 313.

Partial Contents: Characteristics of Inter-Latin-American Trade. Commodity Trade. Latin American Trade Policy. Payments Policy. Maritime Transport in South America.

2. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. TRADE COMMITTEE. *Inter Latin American Trade: Current Problems; Report of the First Session of the Trade Committee of the Economic Commission for Latin America, and Main Background Documents*. New York, Department of Economic and Social Affairs, United Nations, 1957. Pp. 105.

Contents: Pt. 1. Report of the First Session of the Trade Committee of the Economic Commission for Latin America. Pt. 2. Main Background Papers: 1. The Payments System and the Regional Market in Inter-Latin-American Trade. 2. Inter-Latin-American Commodity Trade in 1954 and 1955: Situation and Prospects in 1956. 3. Payments and the Regional Market in Inter-Latin-American Trade.

Economic Conditions

3. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Financial Statement (1957-58)* ... London, H.M.S.O., 1957. Pp. 30.

4. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Productivity, Prices, and Incomes*. Materials prepared for the Joint Economic Committee by the Committee Staff. Washington, G.P.O., 1957. Pp. 281.

Presents data dealing with productivity, prices, wages and profits for the American economy as a whole and for the food products and the metals industries.

Fringe benefits

5. FOUNDATION ON EMPLOYEE HEALTH, MEDICAL CARE AND WELFARE. *Problems and Solutions of Health and Welfare. Pt. A. Improving Value and Reducing Costs*. New York, 1957. Pp. 48.

"This report... is intended as a guide in the purchase of health and welfare benefits from insurance companies."

6. MILWAUKEE. CITY SERVICE COMMISSION. *Fringe Benefits—Current Municipal Practices (A Survey of Cities in the 300,000-and-over Population Group relating to Shift Differential, Overtime, Sick Leave, Holiday, Vacation, and Longevity Pay Practices)*. Milwaukee, 1956. Pp. 26.

Labouring Classes

7. CANADA. WOMEN'S BUREAU. *Fact Sheet on Women's Employment in Canada with Available Comparisons with the United States and the United Kingdom*. Ottawa, 1957? Pp. 6.

8. FARMER-LABOUR-TEACHER INSTITUTE. *"Local Government." A Report of the Eleventh Annual Farmer-Labour-Teacher Institute.* Presented by Saskatchewan Occupational Group Council. Regina, 1957. Pp. 11.

9. GOMPERS, SAMUEL. *The American Labor Movement.* Washington, American Federation of Labor, 1954. Pp. 40.

An abstract of the testimony given by Mr. Gompers to the U.S. Commission on Industrial Relations at its hearings in New York City, May 21-23, 1914.

An account of the American Federation of Labor from 1891 to 1914 by its president at that time.

10. INTERPROVINCIAL FARM UNION COUNCIL. *Farmer Labour Economic Aims.* Presented jointly by the Interprovincial Farm Union Council and the Canadian Labour Congress. Ottawa, 1956. Pp. 29.

11. PROVISIONAL UNITED TRADE UNION ORGANISATION. *Planning Full Employment; a Trade Union Approach.* Dublin, Eire, 1956. Pp. 32.

Presents the Irish trade unions' views on measures to be taken to overcome the economic difficulties and to provide for an expansion in the country's economy so as to cut down unemployment, curb emigration, and bring ultimate full employment.

12. TAYLOR, GEORGE WILLIAM, ed. *New Concepts in Wage Determination*, edited by George W. Taylor and Frank C. Pierson. Contributors: Leland Hazard (and others) New York, McGraw-Hill, 1957. Pp. 336.

Partial Contents: An Evaluation of Wage Theory, by Frank C. Pierson. Wage Theory: a Management View, by Leland Hazard. Trade Union Behavior in Wage Bargaining, by Nathaniel Goldfinger and Everett M. Kassalow. Wage Determination Processes, by George W. Taylor. The Task of Contemporary Wage Theory, by John T. Dunlop. The General Level of Wages, by Lloyd G. Reynolds. Labor's Income Share and the Labor Movement, by Clark Kerr.

13. WALKER, KENNETH FREDERICK. *Industrial Relations in Australia.* Cambridge, Harvard University Press, 1956. Pp. 389.

Examines industrial arbitration, including compulsory arbitration, and gives case studies of industrial relations in furniture manufacture, metal mining, meat slaughtering, coal mining, sheep raising, metal trades and stevedoring industries.

Occupations

14. NEW SOUTH WALES. DEPARTMENT OF LABOUR AND INDUSTRY. YOUTH WELFARE SECTION. *Vocational Guidance Leaflets.* Sydney, Government Printer, 1955-1956. 35 nos.

Contents: Accountancy. Blacksmithing. Bricklaying. Cabinet Making. Careers for Graduates in the Faculty of Arts. Careers in Local Government. Careers in Photography. Careers in Radio. Choosing a Career. Civil Aviation. Commercial Art. Copper-smithing. Dietetics. Draughtsmanship. Dressmaking.

Electroplating. Footwear Manufacturing Industry. Forestry. Hairdressing. How to Study. Jewellery. Medicine. Office Work for Girls. Painting and Decorating. Printing Trades. Professional Engineering. Rural Training. Salesmanship. The Shipbuilding Industry. Surveying. Teaching. Trade Apprenticeships. University Courses. Upholstery. Youth Welfare Advisory Committee.

United Nations

15. CANADA. BUREAU OF STATISTICS. *Canadian Mineral Statistics, 1886-1956; Mining Events, 1604-1956.* Ottawa, Queen's Printer, 1957. Pp. 120.

A ready reference to statistics relating to the quantity and value of individual minerals produced annually in Canada.

16. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *The Government Employees Compensation Act, Statistical Report, 1956-57.* Ottawa, 1957. Pp. 50.

17. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Allowances for the Totally and Permanently Disabled; Medical Statistics, April 1956 to March 1957.* Ottawa, 1957. Pp. 21.

18. GREAT BRITAIN. MINISTRY OF EDUCATION. *Education in 1956; Being the Report of the Ministry of Education and the Statistics of Public Education for England and Wales.* London, H.M.S.O., 1957. Pp. 189.

19. INTERNATIONAL LABOUR OFFICE. *Social Security Statistics: Development and Uses. Report prepared for the Ninth International Conference of Labour Statisticians (Geneva, April-May 1957).* Fifth item on the agenda. Geneva, 1957, Pp. 59. At head of title: Report 5.

20. U.S. BUREAU OF LABOR STATISTICS. *Guide to State Employment Statistics; Employment, Hours and Earnings.* Washington, G.P.O., 1957. Pp. 60.

21. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Report, 22 April 1956-15 May 1957.* New York, 1957. Pp. 78.

22. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Annual Report, 10 May 1955-15 May 1956.* New York, 1957. Pp. 31.

23. UNITED NATIONS. TRANSPORT AND COMMUNICATIONS COMMISSION. *Report of the Eighth Session, 7-16 January 1957.* New York, 1957. Pp. 18.

24. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Automation.* Melbourne, 1956. Pp. 17.

25. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Services for the Aged in Canada*. Ottawa, 1957. Pp. 43.

Provides information about the organization and sponsorship of services for elderly people in Canada.

26. GREAT BRITAIN. COLONIAL OFFICE. *The Proposed Constitution of Ghana*. London, H.M.S.O., 1957. Pp. 11.

27. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1955*. London, H.M.S.O., 1956. Pp. 112.

28. LESSARD, JEAN-CLAUDE. *Transportation in Canada*. Ottawa, Queen's Printer, 1957. Pp. 160.

A Study prepared for the Royal Commission on Canada's Economic Prospects.

"The general purpose of this statistical analysis is considered to be threefold:

1. to bring under one head the estimated total cost of transportation in Canada, both direct and indirect,
2. to analyse the costs of each method of transportation and its relative importance to the total Canadian transportation picture, and

3. to attempt to forecast the behaviour of these costs in the next 25 years."

29. NATIONAL UNEMPLOYMENT INSURANCE COMMISSION ASSOCIATION. *Fourth Triennial Convention Report*. Ottawa? 1955. Pp. 60.

30. RHODE ISLAND. COMMISSION AGAINST DISCRIMINATION. *Annual Report, 1956*. Providence, 1957. Pp. 16.

31. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Selective Expansion of Agricultural Production in Latin America; Joint Report of the Economic Commission for Latin America and the Food and Agriculture Organization of the United Nations*. New York, United Nations, 1957. Pp. 69.

Contents: General Review of Agricultural Development in Latin America. Agriculture and Over-All Economic Development. Evolution of Agricultural Production. The Domestic Supply and Demand for Agricultural Commodities. Foreign Trade in Agricultural Products. Trends, Production Policies and Surpluses in Relation to Selected Main Commodities. Production and Demand Prospects for Agricultural Products.

Labour in Great Britain in 1956

Labour developments in Great Britain, and the work of the Ministry of Labour and National Service, are described in the Ministry's annual report for 1956, recently published.

The report notes the Ministry's success in quickly finding alternative employment for the considerable number of workers who were displaced during the year in the motor car and certain other manufacturing industries.

Changes in the pattern of demand for labour had checked the postwar trend of falling employment in basic industries and rising employment in manufacturing industries as a whole. The principal industries suffering decreases were textiles, and automobile, radio and electrical appliance manufacturing. Declines in these industries resulted from government measures affecting the domestic market, and import cuts and other difficulties in overseas markets.

Among the basic industries, the coal mining labour force increased by more than 3,000 and, in transport and communications, by more than 9,000. Other industries in which the labour force increased were: building and construction, the distributive trades, and chemical and allied trades.

The changes during 1956 in the manpower demands of a number of industries, and especially the redundancies that occurred in the motor vehicle and certain other manufacturing industries, made necessary a measure of re-employment of labour. A number of employers helped the Ministry by giving early notice of labour redundancies.

As an example of this co-operation, the report describes how, on two separate occasions, employment service staff, working day and night at an automobile factory in offices provided by the firm, interviewed some 1,300 workers who had received three weeks notice, and were able to make offers of alternative employment to most of them before they were discharged.

In addition to the employment service, the report deals with the work of the Youth Employment Service, vocational training centres, and the industrial rehabilitation units for the training of the disabled.

The report also gives statistics on work stoppages due to industrial disputes, the work of conciliation officers, and the activities of wage councils.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 19, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,005	113	465	1,687	2,194	1,048	498
Agricultural.....	754	*	72	163	179	317	19
Non-Agricultural.....	5,251	109	393	1,524	2,015	731	479
Males.....	4,546	95	350	1,298	1,613	816	374
Agricultural.....	716	*	65	160	170	299	18
Non-Agricultural.....	3,830	91	285	1,138	1,443	517	356
Females.....	1,459	18	115	389	581	232	124
Agricultural.....	38	*	*	*	*	18	*
Non-Agricultural.....	1,421	18	108	386	572	214	123
All Ages.....	6,005	113	465	1,687	2,194	1,048	498
14—19 years.....	577	13	51	203	183	91	36
20—24 years.....	744	16	60	239	248	131	50
25—44 years.....	2,766	52	200	773	1,019	483	239
45—64 years.....	1,670	29	132	419	643	295	152
65 years and over.....	248	*	22	53	101	48	21
<i>Persons with Jobs</i>							
All status groups.....	5,797	103	444	1,613	2,128	1,033	476
Males.....	4,369	85	331	1,235	1,558	805	355
Females.....	1,428	18	113	378	570	228	121
Agricultural.....	746	*	71	160	177	316	19
Non-Agricultural.....	5,051	100	373	1,453	1,951	717	457
Paid Workers.....	4,607	87	350	1,312	1,793	659	406
Males.....	3,317	71	251	967	1,270	462	296
Females.....	1,290	16	99	345	523	197	110
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	208	10	21	74	66	15	22
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,109	153	437	1,465	1,666	900	488
Males.....	978	43	94	254	295	180	112
Females.....	4,131	110	343	1,211	1,371	720	376

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimate in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended October 19, 1957		Week Ended September 21, 1957		Week Ended October 20, 1956	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	228	215	212	199	108	99
Without Jobs.....	208	197	194	184	98	90
Under 1 month.....	87	—	76	—	48	—
1— 3 months.....	82	—	83	—	32	—
4— 6 months.....	24	—	21	—	*	—
7—12 months.....	10	—	11	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	20	18	18	15	10	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	14	13	13	10	*	*

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ millions)

SOURCE: Dominion Bureau of Statistics

	Agricul- ture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transpor- tation, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	160	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1956—October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404R	114	347R	331R	46	1,345R
October.....	98P	401P	116P	346P	335P	46P	1,342P

R—revised; P—preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,890,160.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.5	68.50	118.6	189.5	158.8	69.81

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing—(4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956
(a) Provinces						
Newfoundland.....	145.0	150.2	156.1	61.43	62.57	58.34
Prince Edward Island.....	129.9	125.2	127.3	49.54	50.92	46.92
Nova Scotia.....	104.6	105.1	106.9	56.40	56.50	53.25
New Brunswick.....	108.8	109.8	116.7	57.65	57.36	55.91
Quebec.....	125.4	125.0	125.2	65.57	65.58	62.51
Ontario.....	127.4	127.7	123.4	71.09	71.22	67.17
Manitoba.....	116.2	116.3	113.8	65.53	65.22	61.84
Saskatchewan.....	136.2	136.9	131.0	65.67	66.10	63.79
Alberta (including Northwest Territories).....	161.9	163.0	162.5	69.82	69.18	68.22
British Columbia (including Yukon).....	135.5	133.9	131.1	75.04	73.93	70.83
Canada.....	127.6	127.6	125.7	68.50	68.41	65.01
(b) Metropolitan Areas						
St. John's.....	131.3	131.9	134.7	49.74	50.47	47.34
Sydney.....	94.6	93.2	92.8	72.63	72.41	65.41
Halifax.....	118.3	117.3	120.5	54.49	55.31	52.07
Saint John.....	98.2	97.8	101.2	51.15	52.38	49.40
Quebec.....	116.2	115.1	116.1	57.37	56.88	54.04
Sherbrooke.....	105.0	107.6	111.2	54.85	55.92	54.02
Three Rivers.....	123.9	124.9	127.3	62.76	63.38	61.56
Drummondville.....	76.6	75.2	75.9	58.86	56.71	55.64
Montreal.....	127.3	126.1	122.7	66.99	66.74	63.65
Ottawa—Hull.....	122.4	123.0	123.3	62.52	62.73	59.81
Peterborough.....	106.2	106.4	107.5	73.18	74.29	69.42
Oshawa.....	165.7	171.1	168.4	69.40	73.08	73.87
Niagara Falls.....	142.3	132.9	138.0	71.40	73.38	69.21
St. Catharines.....	127.0	125.2	129.7	75.41	78.60	74.13
Toronto.....	133.2	132.8	129.3	71.70	71.53	68.09
Hamilton.....	115.6	117.4	114.7	74.63	75.19	70.72
Brantford.....	86.9	87.9	84.0	63.14	64.18	58.85
Galt.....	118.2	118.4	109.5	60.85	61.15	59.55
Kitchener.....	118.6	117.2	115.5	63.96	63.95	61.78
Sudbury.....	146.6	147.8	143.3	85.51	85.31	77.93
London.....	118.8	119.9	117.7	64.33	64.23	61.87
Sarnia.....	145.5	144.5	137.7	87.67	87.65	82.69
Windsor.....	85.3	97.0	87.1	74.36	74.20	71.53
Sault Ste. Marie.....	145.4	146.0	136.2	88.91	86.32	83.48
Ft. William—Pt. Arthur.....	130.1	129.0	118.5	72.53	72.64	66.71
Winnipeg.....	110.5	110.2	109.5	61.40	61.21	58.40
Regina.....	128.2	127.7	122.7	63.08	65.23	60.31
Saskatoon.....	135.9	135.6	127.9	59.98	60.91	57.13
Edmonton.....	187.9	188.4	187.9	67.06	66.21	66.30
Calgary.....	164.7	168.6	164.0	66.16	65.57	62.61
Vancouver.....	128.2	126.4	123.5	72.44	71.84	68.20
Victoria.....	125.4	124.6	124.8	65.42	64.97	60.91

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956
Mining	132.4	131.7	128.6	83.92	83.39	78.01
Metal mining.....	143.2	141.9	132.6	87.07	86.93	80.16
Gold.....	79.2	78.3	76.4	70.37	70.67	70.20
Other metal.....	202.8	201.2	184.6	93.16	92.83	83.98
Fuels.....	109.6	110.0	112.6	82.88	81.66	77.81
Coal.....	59.2	59.7	64.9	66.52	63.80	61.13
Oil and natural gas.....	293.2	293.2	278.4	94.94	94.93	91.32
Non-metal.....	152.5	151.6	159.5	72.77	72.13	70.29
Manufacturing	118.6	118.1	118.0	69.81	69.95	66.71
Food and beverages.....	127.8	122.2	123.7	59.93	60.92	56.04
Meat products.....	129.8	130.4	129.9	71.12	69.41	66.09
Canned and preserved fruits and vegetables.....	212.4	161.5	181.6	45.41	47.33	40.67
Grain mill products.....	104.9	104.9	103.4	67.70	68.67	65.25
Bread and other bakery products.....	112.3	112.4	110.8	61.99	61.73	57.83
Biscuits and crackers.....	97.4	96.2	99.0	52.54	52.64	49.87
Distilled and malt liquors.....	110.7	112.0	114.1	79.35	80.56	75.40
Tobacco and tobacco products.....	87.0	87.1	79.6	67.59	68.96	63.94
Rubber products.....	109.1	108.2	116.4	69.68	70.54	68.40
Leather products.....	90.5	88.8	90.2	48.68	47.75	45.76
Boots and shoes (except rubber).....	95.5	94.2	94.1	46.47	45.79	43.64
Textile products (except clothing).....	83.9	83.9	86.5	56.60	55.68	53.90
Cotton yarn and broad woven goods.....	83.1	82.6	90.3	52.69	51.59	51.25
Woolen goods.....	70.8	71.4	74.7	53.88	53.12	51.45
Synthetic textiles and silk.....	85.3	86.3	83.7	63.44	62.07	61.63
Clothing (textile and fur).....	96.0	92.3	93.9	45.45	44.20	44.27
Men's clothing.....	101.6	98.7	101.7	44.27	42.57	43.29
Women's clothing.....	98.5	91.7	93.0	45.06	46.35	46.35
Knit goods.....	80.4	78.2	80.6	44.65	43.86	43.68
Wood products.....	112.3	112.7	117.2	61.12	59.43	58.43
Saw and planing mills.....	114.1	114.9	121.8	62.47	60.72	59.68
Furniture.....	114.9	112.9	113.2	60.30	58.70	57.90
Other wood products.....	99.2	102.0	103.5	55.61	54.17	52.82
Paper products.....	129.3	127.9	129.6	83.13	84.42	80.32
Pulp and paper mills.....	131.4	130.8	133.6	89.01	90.91	86.26
Other paper products.....	124.2	120.8	119.8	67.67	66.93	64.15
Printing, publishing and allied industries.....	119.4	119.6	115.0	75.05	75.21	71.61
Iron and steel products.....	114.3	115.1	113.0	79.26	78.93	75.63
Agricultural implements.....	57.1	61.1	46.7	74.44	76.01	67.47
Fabricated and structural steel.....	181.6	179.4	159.5	80.00	79.34	80.21
Hardware and tools.....	96.8	96.4	108.7	72.35	72.23	70.40
Heating and cooking appliances.....	102.3	101.3	111.2	69.32	68.05	64.43
Iron castings.....	101.5	103.5	103.7	75.94	75.32	72.48
Machinery mfg.....	125.4	125.3	125.4	74.99	75.48	73.41
Primary iron and steel.....	127.7	128.8	127.9	91.93	90.41	86.18
Sheet metal products.....	114.5	114.4	117.1	77.99	77.71	72.46
Transportation equipment.....	136.1	143.2	131.1	76.11	77.34	73.57
Aircraft and parts.....	398.6	396.5	343.0	81.34	81.17	79.37
Motor vehicles.....	108.3	127.5	99.9	77.78	80.20	78.82
Motor vehicle parts and accessories.....	105.3	110.7	113.0	72.55	76.16	72.52
Railroad and rolling stock equipment.....	89.0	92.9	94.8	70.06	72.21	67.12
Shipbuilding and repairing.....	151.8	154.4	147.0	76.07	75.21	69.42
Non-ferrous metal products.....	123.2	122.0	138.0	80.74	80.18	75.87
Aluminum products.....	147.3	141.8	145.5	75.23	75.08	70.51
Brass and copper products.....	108.8	108.3	111.2	75.71	74.34	71.78
Smelting and refining.....	136.6	136.3	165.9	80.06	88.83	82.18
Electrical apparatus and supplies.....	151.2	150.7	155.8	75.34	75.09	72.87
Non-metallic mineral products.....	140.9	139.5	139.5	73.69	73.06	69.62
Clay products.....	109.8	105.6	120.0	65.87	68.29	64.76
Glass and glass products.....	135.9	136.3	136.3	68.43	67.98	65.40
Products of petroleum and coal.....	145.9	146.6	138.5	102.59	100.75	94.11
Chemical products.....	135.8	134.9	129.5	79.50	79.23	74.05
Medicinal and pharmaceutical preparations.....	117.6	114.7	115.6	70.48	69.81	67.75
Acids, alkalis and salts.....	146.2	146.3	135.9	85.34	88.93	83.01
Miscellaneous manufacturing industries.....	114.0	111.8	109.4	60.74	60.76	57.22
Construction	137.8	138.4	156.6	75.58	75.14	71.25
Building and general engineering.....	162.5	163.6	164.2	82.95	82.47	77.85
Building.....	163.1	164.9	167.7	80.69	80.44	76.59
Engineering work.....	159.9	158.1	148.8	92.56	91.27	84.01
Highways, bridges and streets.....	150.4	150.1	144.5	62.84	62.38	59.21
Service	139.8	140.8	134.4	45.31	45.15	42.37
Hotels and restaurants.....	136.7	138.1	131.8	37.20	37.05	35.25
Laundries and dry cleaning plants.....	114.4	115.7	112.8	41.92	41.44	39.22
Other service.....	183.3	182.7	172.1	66.95	67.34	62.89
Industrial composite	127.6	127.6	125.7	68.50	68.41	65.01

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1957	Sept. 1, 1957	Oct. 1, 1956	Oct. 1, 1957	Sept. 1, 1957	Oct. 1, 1956
Newfoundland.....	42.3	41.3	40.6	154.4	153.8	143.7
Nova Scotia.....	41.6	41.1	41.4	145.9	143.7	136.2
New Brunswick.....	41.4	41.5	42.2	141.5	137.2	136.7
Quebec.....	41.4	41.9	43.0	145.9	143.7	139.2
Ontario.....	40.6	40.2	41.1	167.6	167.4	160.7
Manitoba.....	40.1	40.0	40.9	150.7	149.8	144.7
Saskatchewan.....	39.4	39.9	40.0	168.8	169.5	157.7
Alberta (1).....	39.6	40.2	40.0	167.8	167.4	157.6
British Columbia (2).....	38.2	38.0	38.9	191.9	190.1	181.9

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1949.....	42.3	cts. 98.6	\$ 41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957 (1).....	40.7	160.5	65.32	156.6	123.4	126.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43.0	42.4	43.6	189.2	188.0	176.2	81.36	79.71	76.82
Metal mining.....	43.3	42.9	43.7	197.0	196.2	183.5	85.30	84.17	80.19
Gold.....	42.6	41.9	42.8	157.9	157.5	156.2	67.27	65.99	66.85
Other metal.....	43.5	43.3	44.1	212.3	211.0	194.1	92.35	91.36	85.80
Fuels.....	41.6	40.9	43.1	180.5	179.5	188.6	75.09	73.42	72.67
Coal.....	40.5	39.6	41.8	164.8	163.8	149.4	66.74	64.86	62.45
Oil and natural gas.....	43.5	42.9	45.6	206.4	204.2	202.1	89.72	87.60	92.16
Non-metal.....	44.0	43.0	43.8	169.2	165.6	159.6	74.45	71.21	69.90
Manufacturing.....	40.7	40.6	41.5	160.5	159.5	153.3	65.32	64.76	63.62
Food and beverages.....	41.0	41.0	40.9	133.6	133.8	126.5	54.78	54.86	51.74
Meat products.....	41.0	40.6	39.6	168.4	167.5	156.2	67.53	65.01	61.86
Canned and preserved fruits and vegetables.....	42.5	40.4	41.2	103.7	102.7	99.3	44.07	41.49	40.91
Grain mill products.....	42.5	41.9	43.8	152.8	150.9	143.4	64.94	63.23	62.81
Bread and other bakery products.....	42.7	43.8	43.0	128.9	129.9	121.0	55.04	56.90	52.03
Distilled and malt liquors.....	40.2	40.0	40.6	183.1	183.1	168.4	73.01	73.24	68.37
Tobacco and tobacco products.....	39.2	39.8	40.3	165.3	156.0	147.8	60.88	62.09	59.56
Rubber products.....	40.7	39.0	41.6	166.8	164.5	159.1	67.89	64.16	66.19
Leather products.....	39.6	40.5	40.6	111.9	110.6	105.7	44.31	44.79	42.91
Boots and shoes (except rubber).....	41.9	40.2	40.1	107.6	107.2	102.0	41.95	43.09	40.80
Textile products (except clothing).....	41.9	42.0	42.5	122.3	121.6	116.9	51.24	51.07	49.68
Cotton yarn and broad woven goods.....	39.7	39.6	40.3	122.0	121.8	118.9	48.43	48.23	47.92
Woolen goods.....	42.1	43.1	43.9	114.9	114.2	108.6	48.37	49.22	47.68
Synthetic textiles and silk.....	44.7	44.6	44.4	128.6	129.2	125.3	57.48	57.62	55.63
Clothing (textile and fur).....	36.8	38.7	39.9	105.1	105.5	103.4	38.68	40.83	41.26
Men's clothing.....	35.7	37.9	39.6	105.9	106.3	103.1	37.81	40.29	40.83
Women's clothing.....	33.6	37.7	38.5	111.5	114.0	110.9	37.46	42.98	42.70
Knit goods.....	40.4	40.7	41.3	101.4	100.0	99.1	40.97	40.97	40.93
*Wood products.....	41.7	41.5	42.5	143.2	141.8	136.4	59.71	58.85	57.97
Saw and planing mills.....	40.7	40.5	41.4	152.8	150.8	144.9	62.19	61.07	59.99
Furniture.....	43.9	43.6	44.8	130.4	130.1	125.2	57.25	56.72	56.09
Other wood products.....	42.2	42.2	43.1	123.7	123.1	117.8	52.20	51.95	50.77
Paper products.....	41.6	41.4	42.6	189.2	188.3	181.2	78.71	77.96	77.19
Pulp and paper mills.....	41.6	41.3	42.6	204.1	202.5	194.4	84.91	83.63	82.81
Other paper products.....	41.8	41.8	42.6	146.6	146.8	140.6	61.28	61.36	59.90
Printing, publishing and allied industries.....	40.2	40.2	40.7	190.0	187.7	181.7	76.38	75.46	73.95
*Iron and steel products.....	41.1	40.9	42.5	185.7	185.5	176.8	76.32	75.87	75.14
Agricultural implements.....	39.5	37.2	39.5	177.2	171.5	162.5	69.99	63.80	64.19
Fabricated and structural steel.....	41.8	41.2	43.1	184.5	182.2	175.8	77.12	75.07	75.77
Hardware and tools.....	41.1	41.0	42.2	165.7	164.5	159.3	68.10	67.45	67.22
Heating and cooking appliances.....	42.2	41.5	43.8	159.3	157.3	150.2	67.22	65.28	65.79
Iron castings.....	41.0	41.0	42.9	179.1	177.5	170.9	73.43	72.78	73.32
Machinery manufacturing.....	41.8	41.5	44.1	173.3	172.3	166.5	72.44	71.50	73.43
Primary iron and steel.....	40.4	40.6	41.3	218.9	219.5	206.1	88.44	89.12	85.12
Sheet metal products.....	40.9	41.3	42.2	178.1	180.7	169.0	72.84	74.63	71.32
*Transportation equipment.....	40.0	38.6	40.2	183.1	182.1	176.8	73.24	70.29	71.07
Aircraft and parts.....	41.0	40.8	42.1	183.7	182.2	181.3	75.32	74.34	76.33
Motor vehicles.....	35.5	34.2	37.8	201.6	197.1	192.7	71.57	67.41	72.84
Motor vehicle parts and accessories.....	39.1	36.1	38.8	183.9	182.4	177.5	71.90	65.85	68.87
Railroad and rolling stock equipment.....	40.1	38.3	40.0	178.5	178.7	172.0	71.58	68.44	68.80
Shipbuilding and repairing.....	42.4	42.3	42.0	178.8	176.9	167.1	75.81	74.83	70.18
*Non-ferrous metal products.....	40.7	40.6	41.3	185.9	184.8	176.0	75.66	75.03	72.69
Aluminum products.....	42.4	41.2	41.1	158.9	157.5	148.9	67.37	64.89	61.20
Brass and copper products.....	41.6	41.5	42.5	173.1	171.6	163.5	72.01	71.21	69.49
Smelting and refining.....	40.1	40.3	40.9	204.0	205.4	192.6	81.80	82.78	78.77
*Electrical apparatus and supplies.....	40.8	40.5	41.4	166.8	165.6	160.6	68.05	67.07	66.49
Heavy electrical machinery and equipment.....	40.7	40.2	41.6	187.1	185.5	177.9	76.15	74.57	74.01
Radios and radio parts.....	40.5	40.7	40.7	145.7	145.2	136.8	59.01	59.10	55.88
Batteries.....	42.2	41.8	42.2	162.8	163.0	157.8	68.70	68.13	66.59
Refrigerators, vacuum cleaners and appliances.....	40.4	39.3	39.3	172.1	169.2	169.9	69.53	66.50	66.77
Miscellaneous electrical products.....	40.5	40.7	42.3	154.6	154.8	151.8	62.61	63.00	64.21
Wire and cable.....	42.9	41.7	42.7	185.1	183.4	177.6	79.41	76.48	75.84
*Non-metallic mineral products.....	43.6	43.5	44.1	161.8	161.0	154.1	70.54	70.04	67.96
Clay products.....	42.8	43.0	43.5	151.7	150.0	143.8	64.93	64.50	62.55
Glass and glass products.....	41.9	41.7	41.8	157.2	155.9	152.4	65.87	65.01	63.70
Products of petroleum and coal.....	41.5	42.1	40.4	225.1	224.9	209.4	93.42	94.68	84.60
Chemical products.....	40.9	40.5	41.3	175.8	173.5	161.7	71.90	70.27	66.78
Medicinal and pharmaceutical preparations.....	40.9	40.6	41.9	135.9	134.5	130.0	55.58	54.61	54.47
Acids, alkalis and salts.....	41.4	40.0	41.3	204.6	200.6	187.2	84.70	80.24	77.31
Miscellaneous manufacturing industries.....	41.3	41.2	42.2	131.1	131.0	123.2	54.14	53.97	51.99
*Durable goods.....	41.0	40.5	41.8	174.1	173.1	166.2	71.38	70.11	69.47
Non-durable goods.....	40.4	40.6	41.3	146.8	145.9	139.6	59.31	59.24	57.65
Construction.....	43.5	43.2	44.1	176.5	174.5	166.4	76.78	75.38	73.38
Building and general engineering.....	43.3	43.1	44.1	191.8	189.9	179.9	83.05	81.85	79.34
Highways, bridges and streets.....	43.7	43.2	44.2	144.1	142.6	135.8	62.97	61.60	60.02
Electric and motor transportation.....	44.5	45.0	44.5	159.5	160.0	153.6	70.98	72.00	68.35
Service.....	39.7	40.1	40.3	94.5	91.7	89.7	37.52	36.77	36.15
Hotels and restaurants.....	39.8	40.6	40.4	93.5	89.7	89.3	37.21	36.42	36.08
Laundries and dry cleaning plants.....	40.0	39.6	40.9	91.4	90.8	85.8	36.56	35.96	35.09

* Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: Form U.I.C. 757)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957 (1).....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957 (1).....	13,327	11,209	24,536	327,335	107,201	434,536

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX
AS AT OCTOBER 31, 1957 ⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				Sept. 30 1957	Oct. 31 1956		
Agriculture, Fishing, Trapping	365	92	457	—	1,406	—	622
Forestry	568	16	584	—	221	—	10,508
Mining, Quarrying and Oil Wells	629	35	664	+	49	—	644
Metal Mining.....	294	13	247	+	45	—	477
Fuels.....	330	14	344	—	14	—	126
Non-Metal Mining.....	32	1	33	+	15	—	18
Quarrying, Clay and Sand Pits.....	5	2	7	+	3	—	12
Prospecting.....	28	5	33	—	0	—	11
Manufacturing	2,307	1,661	3,968	—	1,781	—	4,922
Foods and Beverages.....	149	145	294	—	724	—	516
Tobacco and Tobacco Products.....	15	20	35	+	16	+	9
Rubber Products.....	7	11	18	—	8	—	47
Leather Products.....	37	78	115	—	102	—	182
Textile Products (except clothing).....	94	91	185	—	84	—	369
Clothing (textile and fur).....	83	770	853	—	284	—	841
Wood Products.....	191	43	234	—	99	—	426
Paper Products.....	80	44	124	—	40	—	152
Printing, Publishing and Allied Industries.....	118	87	205	—	30	—	96
Iron and Steel Products.....	460	63	523	—	33	—	740
Transportation Equipment.....	529	51	580	—	73	—	688
Non-Ferrous Metal Products.....	97	47	144	—	39	—	126
Electrical Apparatus and Supplies.....	238	89	327	—	33	—	285
Non-Metallic Mineral Products.....	43	23	66	—	12	—	106
Products of Petroleum and Coal.....	18	6	24	—	9	—	33
Chemical Products.....	111	42	153	—	123	—	162
Miscellaneous Manufacturing Industries.....	37	51	88	—	104	—	215
Construction	1,597	78	1,675	—	1,112	—	2,856
General Contractors.....	1,097	35	1,132	—	817	—	2,128
Special Trade Contractors.....	500	43	543	—	295	—	728
Transportation, Storage and Communication	331	180	511	—	365	—	1,779
Transportation.....	245	79	324	—	287	—	1,371
Storage.....	32	14	46	—	23	—	37
Communication.....	57	87	144	—	55	—	371
Public Utility Operation	112	30	142	—	59	—	137
Trade	1,519	1,763	3,282	—	1,380	—	3,001
Wholesale.....	461	246	707	—	257	—	1,007
Retail.....	1,058	1,517	2,575	—	1,123	—	1,994
Finance, Insurance and Real Estate	533	311	844	—	149	—	612
Service	1,683	6,717	8,400	—	1,419	—	4,401
Community or Public Service.....	358	1,249	1,607	—	41	—	426
Government Service.....	724	324	1,048	+	41	—	650
Recreation Service.....	49	79	128	—	34	—	272
Business Service.....	252	240	492	—	105	—	495
Personal Service.....	300	4,825	5,125	—	1,280	—	2,558
Grand Total	9,647	10,883	20,530	—	7,843	—	29,482

⁽¹⁾ Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT OCTOBER 31, 1957 ⁽¹⁾**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies(2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial workers.....	1,353	859	2,212	5,515	1,404	6,919
Clerical workers.....	984	1,903	2,977	10,866	28,082	38,948
Sales workers.....	845	987	1,832	4,505	9,807	14,312
Personal and domestic service workers...	637	5,520	6,157	23,701	15,096	38,797
Seamen.....	1	.....	1	1,172	3	1,175
Agriculture and fishing.....	351	8	359	1,804	228	2,122
Skilled and semiskilled workers.....	4,038	1,244	5,282	98,571	16,235	114,806
Food and kindred products (inc. tobacco).....	35	15	50	954	465	1,419
Textiles, clothing, etc.....	75	938	1,013	3,228	9,862	13,110
Lumber and lumber products.....	583	4	587	11,689	173	11,862
Pulp, paper (inc. printing).....	58	8	66	836	422	1,258
Leather and leather products.....	19	48	67	991	1,065	2,056
Stone, clay and glass products.....	12	.....	12	271	48	319
Metalworking.....	514	19	533	13,464	898	14,362
Electrical.....	113	14	127	1,910	1,025	2,935
Transportation equipment.....	.....	.....	.....	1,022	35	1,057
Mining.....	98	.....	98	1,196	.....	1,196
Construction.....	891	.....	891	22,495	3	22,498
Transportation (except seamen).....	550	13	563	16,702	96	16,798
Communications and public utility...	43	.....	43	433	3	436
Trade and service.....	127	146	273	2,906	1,193	4,099
Other skilled and semiskilled.....	801	34	835	15,414	687	16,101
Foremen.....	39	5	44	2,083	233	2,316
Apprentices.....	80	.....	80	2,977	7	2,984
Unskilled workers.....	1,542	435	1,977	72,225	15,726	87,951
Food and tobacco.....	36	94	130	2,397	3,085	5,482
Lumber and lumber products.....	56	1	57	9,827	576	10,403
Metalworking.....	78	7	85	5,621	468	6,089
Construction.....	505	.....	505	31,052	1	31,053
Other unskilled workers.....	867	333	1,200	23,329	11,596	34,924
Grand Total.....	9,751	11,046	20,797	218,449	56,581	265,030

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
Newfoundland	214	149	626	7,253	5,333	4,050
Corner Brook.....		32	11	1,457	1,017	990
Grand Falls.....		8	78	1,022	734	420
St. John's.....	209	114	537	4,774	3,582	2,640
Prince Edward Island	158	761	166	1,065	965	836
Charlottetown.....	95	134	112	680	630	594
Summerside.....	61	627	54	405	335	242
Nova Scotia	1,009	976	1,386	12,007	10,636	8,022
Amherst.....	17	16	19	474	423	306
Bridgewater.....	12	14	31	561	504	285
Halifax.....	502	554	767	3,427	3,146	2,543
Inverness.....				263	273	185
Kentville.....	51	87	184	862	723	483
Liverpool.....	7	8	171	354	249	190
New Glasgow.....	78	47	92	1,575	1,562	962
Springhill.....				878	478	192
Sydney.....	230	171	34	2,026	1,887	1,787
Truro.....	30	23	66	829	640	497
Yarmouth.....	82	56	13	1,055	751	592
New Brunswick	765	752	1,659	13,554	10,396	7,494
Bathurst.....	5	7	16	959	711	477
Campbellton.....	24	35	93	910	682	345
Edmundston.....	22	9	40	753	429	328
Fredericton.....	127	157	380	963	804	500
Minto.....	27	14	243	435	400	232
Moncton.....	399	238	598	3,165	2,234	1,948
Newcastle.....	6	7	18	1,277	928	618
Saint John.....	119	200	185	2,726	2,578	2,144
St. Stephen.....	17	6	17	1,496	989	502
Sussex.....	7	8	36	317	292	205
Woodstock.....	12	21	63	553	329	195
Quebec	5,233	7,055	17,758	83,705	70,612	49,364
Asbestos.....		65	30	456	359	304
Beauharnois.....	28	41	41	488	404	261
Buckingham.....	9	15	26	450	457	427
Causapscal.....	244	105	436	907	655	445
Chandler.....	3	4	19	358	185	149
Chicoutimi.....	96	71	669	1,113	1,155	560
Dolbeau.....	15	6	330	734	715	187
Drummondville.....	54	70	45	1,365	1,160	906
Farnham.....	14	348	92	581	447	366
Forestville.....	23	69	1,490	298	225	198
Gaspé.....	2	1	25	289	122	117
Granby.....	28	39	55	1,403	779	729
Hull.....	44	45	69	1,720	1,548	1,120
Joliette.....	75	71	195	1,738	1,421	1,096
Jonquiere.....	70	51	215	1,299	1,561	640
Lachute.....	16	15	56	400	342	309
La Malbaie.....	17	22		480	329	227
La Tuque.....	113	112	1,826	570	332	307
Levis.....	102	146	132	1,484	1,323	915
Louiseville.....	27	23	125	608	497	278
Magog.....	3	1	16	536	490	351
Maniwaki.....	3	9	10	401	251	107
Matane.....	4	3	483	608	394	155
Mégantic.....		23	23	551	482	251
Mont-Laurier.....	7	13	17	330	296	234
Montmagny.....	8	18	27	845	658	385
Montreal.....	2,416	3,511	6,211	29,540	25,618	17,331
New Richmond.....	12	7	16	427	359	163
Port Alfred.....	22	46	38	316	348	271
Quebec.....	440	506	917	7,246	6,260	5,488
Rimouski.....	61	59	301	1,392	972	565
Rivière du Loup.....	14	43	72	1,248	712	647
Roberval.....	11	51	131	680	535	184
Rouyn.....	82	91	395	2,208	1,824	794
Ste. Agathe.....	20	19	11	363	219	230
Ste. Anne de Bellevue.....	77	68	128	416	280	256
Ste. Thérèse.....	36	42	116	810	654	509
St. Georges Est.....	80	139	434	1,147	875	779
St. Hyacinthe.....	24	88	46	932	921	925
St. Jean.....	54	83	93	967	825	734
St. Jérôme.....	20	36	58	745	598	641
Sept Îles.....	142	160	423	389	355	164
Shawinigan Falls.....	35	42	160	2,235	1,953	1,357
Sherbrooke.....	108	144	144	3,080	2,804	1,763
Sorel.....	191	157	108	944	926	776

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Oct. 31, 1957	Previous Month Oct. 3 1957	Previous Year Nov. 1, 1956	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
Quebec—Con.						
Thetford Mines.....	69	45	66	802	778	559
Trois-Rivières.....	164	157	455	2,519	1,889	1,557
Val d'Or.....	8	3	597	1,870	1,625	650
Valleyfield.....	26	43	118	1,059	880	629
Victoriaville.....	32	36	40	1,343	986	834
Ville d'Alma.....	84	93	228	995	829	534
Ontario	7,514	8,574	16,121	111,968	112,347	62,322
Arnprior.....	29	32	69	252	162	96
Barrie.....	20	42	60	685	724	469
Belleville.....	13	15	20	948	820	498
Bracebridge.....	45	100	84	563	389	286
Brampton.....	13	27	55	537	522	241
Brantford.....	61	80	93	2,496	2,643	2,015
Brookville.....	15	25	41	249	205	137
Carleton Place.....	15	18	7	161	113	81
Chatham.....	117	93	119	1,782	1,676	1,085
Cobourg.....	2	27	8	596	608	506
Collingwood.....	11	20	14	410	319	303
Cornwall.....	180	191	174	1,906	1,376	1,126
Fort Erie.....	6	12	12	380	322	252
Fort Frances.....	19	24	55	285	147	89
Fort William.....	103	191	700	1,065	827	589
Galt.....	50	160	111	1,471	1,449	435
Gananoque.....	3	7	5	177	178	140
Goderich.....	22	26	36	205	256	217
Guelpi.....	91	88	122	1,141	1,164	632
Hamilton.....	448	552	1,102	8,712	9,097	5,159
Hawkesbury.....	8	14	24	417	324	261
Ingersoll.....	38	43	40	455	490	297
Kapuskasing.....	19	34	306	815	505	147
Kenora.....	23	72	136	291	188	159
Kingston.....	136	158	110	1,091	1,068	625
Kirkland Lake.....	51	59	244	674	428	319
Kitchener.....	67	91	150	1,645	1,685	562
Leamington.....	29	40	19	875	759	615
Lindsay.....	20	18	37	409	557	233
Listowel.....	23	29	47	203	152	76
London.....	456	480	770	3,441	3,005	2,316
Long Branch.....	106	93	235	2,468	2,569	1,274
Midland.....	14	14	20	441	415	232
Napanee.....	6	3	12	302	264	158
Newmarket.....	31	36	124	581	513	303
Niagara Falls.....	72	125	119	1,298	827	617
North Bay.....	11	13	73	1,123	925	358
Oakville.....	108	120	339	537	1,032	215
Orillia.....	13	16	23	588	533	290
Oshawa.....	260	41	348	3,515	9,175	2,062
Ottawa.....	790	960	1,248	3,121	2,873	2,106
Owen Sound.....	12	22	62	1,033	795	584
Parry Sound.....	2	3	.....	155	128	58
Pembroke.....	121	116	245	1,079	807	581
Perth.....	23	27	27	357	296	119
Peterborough.....	54	68	177	2,111	2,123	1,154
Pictou.....	15	13	11	233	137	205
Port Arthur.....	102	127	777	2,442	1,577	717
Port Colborne.....	17	14	19	481	419	240
Prescott.....	19	47	18	376	366	154
Renfrew.....	16	10	21	339	277	179
St. Catharines.....	124	191	134	2,755	2,842	1,352
St. Thomas.....	56	76	137	608	573	356
Sarnia.....	69	102	117	1,591	1,291	889
Sault Ste. Marie.....	204	228	520	1,229	1,099	543
Simcoe.....	39	65	56	726	620	328
Sioux Lookout.....	9	15	64	120	73	56
Smiths Falls.....	8	14	5	246	199	142
Stratford.....	23	41	52	562	552	277
Sturgeon Falls.....	2	4	8	741	477	261
Sudbury.....	422	318	285	2,527	1,979	831
Timmins.....	17	50	741	1,430	1,073	576
Toronto.....	2,177	2,345	4,639	28,506	26,842	13,392
Trenton.....	75	65	72	439	387	378
Walkerton.....	39	67	61	242	223	127
Wallaceburg.....	8	11	12	359	580	283
Welland.....	34	49	107	1,456	1,342	461
Weston.....	166	170	173	1,599	1,629	804
Windsor.....	107	113	244	9,123	11,818	9,391
Woodstock.....	10	14	26	702	739	303

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
Manitoba	1,696	2,353	3,031	10,873	8,426	7,857
Brandon.....	192	317	295	851	680	496
Dauphin.....	18	35	25	379	225	189
Flin Flon.....	19	52	77	199	144	158
Portage la Prairie.....	18	33	37	418	293	271
The Pas.....	40	54	9	122	73	102
Winnipeg.....	1,409	1,862	2,588	8,904	7,011	6,641
Saskatchewan	815	1,128	1,653	6,583	4,411	4,029
Estevan.....	40	71	105	195	102	111
Moose Jaw.....	149	204	306	654	509	435
North Battleford.....	51	54	102	495	310	220
Prince Albert.....	68	129	76	852	576	557
Regina.....	208	277	369	1,674	1,161	1,059
Saskatoon.....	161	215	267	1,508	1,065	1,037
Swift Current.....	27	45	145	307	167	172
Weyburn.....	50	43	118	152	79	74
Yorkton.....	61	90	165	746	442	364
Alberta	2,021	2,689	3,960	14,134	9,955	6,814
Blairmore.....	12	20	84	247	185	98
Calgary.....	606	931	976	4,764	3,455	2,651
Drumheller.....	24	47	50	183	141	104
Edmonton.....	901	1,150	1,559	6,444	4,687	2,655
Edson.....	14	29	737	325	191	155
Lethbridge.....	201	235	292	925	519	468
Medicine Hat.....	179	184	137	650	435	385
Red Deer.....	84	93	125	596	342	298
British Columbia	1,374	2,015	2,761	43,888	33,785	22,932
Chilliwack.....	27	56	64	1,087	722	747
Courtenay.....	13	30	21	746	775	305
Cranbrook.....	33	35	6	448	332	150
Dawson Creek.....	22	46	66	513	200	88
Duncan.....	37	59	43	493	629	375
Kamloops.....	30	48	63	772	493	276
Kelowna.....	16	13	13	376	213	289
Kitimat.....	42	81	99	474	235	164
Mission City.....	5	13	11	769	504	477
Nanaimo.....	21	32	68	1,071	1,030	501
Nelson.....	22	32	34	500	274	236
New Westminster.....	147	148	236	5,941	4,237	3,180
Penticton.....	6	18	17	489	342	244
Port Alberni.....	91	34	38	1,317	674	403
Prince George.....	53	105	177	1,597	1,151	764
Prince Rupert.....	33	68	93	1,251	834	596
Princeton.....	3	8	7	221	144	73
Trail.....	14	20	6	439	346	243
Vancouver.....	563	817	1,361	21,461	17,623	11,235
Vernon.....	12	44	23	694	424	280
Victoria.....	164	279	282	2,907	2,430	2,186
Whitehorse.....	20	29	33	313	173	120
Canada	20,797	26,452	49,151	305,030	266,866	173,720
Males.....	9,751	12,792	31,997	218,449	186,599	108,703
Females.....	11,046	13,660	17,154	86,581	80,267	65,017

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 (10 Months).....	906,619	653,776	252,843	59,164	218,842	327,513	181,278	119,822
1957 (10 Months).....	763,048	514,365	248,683	51,061	186,824	268,260	162,258	94,645

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)		Amount of Benefit Paid
Newfoundland.....	4.0	2,122	17,408	(251)	369,227
Prince Edward Island.....	0.6	263	2,462	(207)	44,090
Nova Scotia.....	8.0	4,017	35,281	(2,906)	673,972
New Brunswick.....	8.0	4,141	35,034	(2,097)	713,058
Quebec.....	48.9	28,650	215,143	(31,199)	4,316,997
Ontario.....	74.4	42,711	327,578	(29,828)	7,067,623
Manitoba.....	5.5	2,695	24,098	(3,370)	466,520
Saskatchewan.....	2.7	1,647	11,955	(1,766)	237,077
Alberta.....	5.9	3,917	26,004	(2,791)	551,704
British Columbia.....	19.5	14,655	85,998	(7,768)	1,891,280
Total, Canada, October 1957.....	177.5	104,818	780,961	(82,183)	16,331,548
Total, Canada, September 1957.....	166.0	88,721	663,958	(69,441)	13,809,559
Total, Canada, October 1956.....	95.5	50,123	420,207	(61,286)	8,066,104

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, OCTOBER 31, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percentage Postal	October 31, 1956 Total claimants
	Total claimants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	268,005	105,998	36,771	44,236	26,297	16,204	11,101	27,398	29.4	139,377
MALE.....	198,054	84,481	28,279	32,428	18,636	10,308	6,705	17,217	31.0	88,259
FEMALE.....	69,951	21,517	8,492	11,808	7,661	5,896	4,396	10,181	25.0	51,118
Newfoundland.....	7,192	3,011	1,071	1,093	666	491	281	579	70.1	3,920
Male.....	6,609	2,868	1,007	1,013	599	403	249	470	71.7	3,495
Female.....	583	143	64	80	67	88	32	109	52.3	425
Prince Edward Island.....	871	307	120	147	66	72	49	110	62.8	586
Male.....	628	239	84	98	48	50	33	76	64.5	384
Female.....	243	68	36	49	18	22	16	34	58.4	202
Nova Scotia.....	11,854	3,915	1,525	2,066	1,178	853	564	1,755	42.6	8,323
Male.....	9,780	3,377	1,293	1,692	934	625	434	1,425	44.2	6,605
Female.....	2,074	538	232	374	242	228	130	330	34.8	1,718
New Brunswick.....	12,844	4,870	1,653	2,080	1,251	779	608	1,603	53.5	7,244
Male.....	10,342	3,979	1,416	1,689	953	572	468	1,265	54.8	5,194
Female.....	2,502	891	237	391	298	207	140	338	47.9	2,050
Quebec.....	76,529	30,286	10,746	13,140	7,158	4,496	3,192	7,511	31.3	42,901
Male.....	55,421	24,033	8,158	9,591	4,784	2,748	1,726	4,291	33.8	25,468
Female.....	21,108	6,253	2,588	3,549	2,284	1,748	1,466	3,220	24.7	17,433
Ontario.....	95,444	34,328	12,079	16,198	11,150	6,456	4,387	10,946	21.2	48,428
Male.....	67,004	25,807	8,785	11,459	7,899	3,993	2,633	6,528	21.2	30,242
Female.....	28,440	8,521	3,294	4,739	3,251	2,463	1,754	4,318	21.5	18,186
Manitoba.....	8,777	3,724	1,097	1,349	682	523	384	1,018	25.9	5,645
Male.....	5,805	2,781	741	831	377	277	236	562	30.1	3,001
Female.....	2,972	943	356	518	305	246	148	456	17.8	2,644
Saskatchewan.....	5,188	2,580	730	641	345	240	174	478	46.6	2,330
Male.....	3,740	2,113	542	388	205	109	91	292	51.3	1,238
Female.....	1,448	467	188	253	140	131	83	186	34.4	1,092
Alberta.....	11,724	6,008	1,691	1,529	895	478	305	818	29.3	4,242
Male.....	9,127	5,093	1,343	1,016	609	297	191	578	30.4	2,517
Female.....	2,597	915	348	513	286	181	114	240	25.4	1,725
British Columbia.....	37,582	16,969	6,059	5,993	2,908	1,816	1,157	2,680	24.2	15,758
Male.....	29,598	14,191	4,910	4,651	2,138	1,234	744	1,730	23.6	10,115
Female.....	7,984	2,778	1,149	1,342	770	582	413	950	26.6	5,643

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
OCTOBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,378	2,793	1,485	3,828	2,522	1,306	1,361
Prince Edward Island.....	454	301	153	414	309	105	104
Nova Scotia.....	6,181	3,566	2,615	5,835	4,426	1,409	1,639
New Brunswick.....	7,087	4,116	2,971	6,281	4,868	1,413	1,912
Quebec.....	47,551	27,017	20,534	41,608	32,451	9,157	14,640
Ontario.....	56,096	33,039	23,057	56,762	45,060	11,702	13,203
Manitoba.....	5,672	3,513	2,154	4,971	3,679	1,292	1,255
Saskatchewan.....	3,628	2,367	1,261	2,791	2,043	748	1,148
Alberta.....	8,803	5,094	3,709	6,804	5,343	1,461	3,241
British Columbia.....	27,613	16,438	12,175	22,979	17,551	5,428	8,527
Total, Canada, October 1957.....	167,363	97,349	70,114	152,273	118,252	34,021	47,030
Total, Canada, September 1957.....	124,949	71,959	52,990	122,036	98,092	23,934	31,940
Total, Canada, October 1956.....	87,929	56,687	31,242	83,908	62,593	21,315	22,223

* In addition, revised claims received numbered 20,599.

† In addition, 20,243 revised claims were disposed of. Of these, 1,674 were special requests not granted and 1,113 were appeals by claimants. There were 2,751 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,688,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October‡.....	3,932,000	3,706,500	226,500

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The October estimate is preliminary, subject to revision when the employment index for this date becomes available.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	121.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1957

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	November 1956	October 1957	November 1957					
(1) St. John's, Nfld.	107.0	109.9	109.8	107.7	111.0	102.6	108.2	117.1
Halifax	118.0	120.6	121.2	115.0	130.7	115.2	124.7	126.6
Saint John	120.4	123.3	123.4	118.0	134.3	117.8	120.7	131.2
Montreal.....	120.9	123.3	123.8	124.3	140.7	107.2	117.9	127.1
Ottawa.....	121.5	125.0	124.4	118.8	144.0	112.9	119.0	130.2
Toronto	123.1	126.7	126.4	118.6	152.0	113.8	121.0	130.2
Winnipeg	118.4	120.9	121.2	117.8	129.6	114.6	117.3	127.1
Saskatoon—Regina.....	117.2	121.0	120.2	118.0	119.6	118.9	122.1	122.0
Edmonton—Calgary.....	117.7	120.6	119.9	116.9	122.5	116.2	120.0	125.1
Vancouver	121.5	123.8	123.6	119.5	133.8	113.1	130.2	125.6

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base-June 1951=100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-NOVEMBER 1956,1957†

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
October.....	22	48	9,337	14,107	128,275	0.14
November.....	16	38	8,493	12,321	119,125	0.13
Cumulative Totals.....	243		85,973		1,454,245	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,770	104,180	0.11
October.....	10	38	6,867	15,149	129,935	0.14
November.....	17	35	1,940	4,116	37,060	0.04
Cumulative Totals.....	323		88,210		1,231,695	0.12

* Preliminary Figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, NOVEMBER 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary, Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began (')	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					November	To Date		
In Progress Prior to November 1957								
FISHING— Fisheries Association of B.C., (Seven firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27	.....	18,200	21,350	Prices offered by companies for herring.	.....
MINING— Coal— Dominion Coal Company, No. 16 Colliery New Waterford, N.S.	United Mine Workers of America, District No. 26. IND.	1,011	Oct. 30	Nov. 4	1,010	2,530	Rates to be paid for work assignment not completed because of mechanical difficulties.	Return of workers and grievance procedure.
Other— Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, CCCL.	300(?)	Oct. 31	.....	7,800	8,250	Wages, hours, union security and fringe benefits.	.....
MANUFACTURING— Textiles— Canadian Cottons, Cornwall, Ont.	Textile Workers Union of America No. 806, AFL-CIO/CLC.	1,200	Oct. 23	Nov. 11	6,600	14,400	Wages, conciliation procedures completed.	Return of workers and further negotiations.
Non-Metallic Minerals— Imperial Oil Co. Ltd., 1000, B.C.	Oil, Chemical and Atomic Workers International Union No. 16-601, AFL-CIO/CLC.	177	Sept. 24	Nov. 26	3,010	8,265	Wages, conciliation concluded.	An 11-22 cents an hour increase, irrevocable check-off, new overtime provisions, and upgrading of certain employees.
TRADE— Concrete Products Ltd., St. John's West, Nfld.	Transport and Allied Workers Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 855, AFL-CIO/CLC.	150	Aug. 6	Nov. 5	600	14,045	Delay in signing first agreement, conciliation procedure completed.	Return of workers, referral to arbitration.

Commencing in November 1937

Mining— Coal— Old Sydney Collieries Ltd., (Princess Colliery) Sydney Mines, N.S.	United Mine Workers of America, No. 4535 I.N.D.	650	Nov. 6	Nov. 8	975	975	Work assignment.	Return of workers, grievance procedure.
Manufacturing— Food— Whyte Packing Co. Ltd., Stratford, Ont.	United Packinghouse Workers of America, No. 271, AFL-CIO/CLC.	169	Nov. 6	Nov. 7	250	250	No progress with new bargaining agreement—conciliation in progress.	New Agreement signed and return of workers.
Textiles— Various fur dressers and dyers, Toronto, Ont.	Amalgamated Meat Cutters and Butcher Workmen (Leather Div.), AFL-CIO/CLC.	300	Nov. 26	.....	1,200	1,200	Delay in signing renewal of agreement.	.....
Various fur dressers and dyers (8 Firms) Montreal, Que.	Amalgamated Meat Cutters and Butcher Workmen (Leather Div.) AFL-CIO/CLC.	750	Nov. 26	Nov. 30	3,000	3,000	Wages, hours, welfare benefits, vacations and holiday adjustments.	A 7 cents immediate increase and a further 5 cents, October 1938 and a reduction in work week.
Pulp and Paper— Pulp and Paper Industrial Relations Bureau (six firms and 9 divisions) British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers and United Paper Makers and Paper Workers, various Locals, AFL-CIO/CLC.	5,565	Nov. 14	.....	66,780	66,780	Wages.	.....
Iron and Steel— Donald Ropes and Wire Cloth, Ltd., Hamilton, Ont.	United Steelworkers of America, No. 3325, AFL-CIO/CLC.	150	Nov. 18	Nov. 20	300	300	Delay in renewal of contract, conciliation procedures completed.	Return of workers and further negotiations.
Transportation Equipment— Cockshutt Farm Equipment Limited, Brantford, Ont.	International Union United Automobile, Aircraft and Agricultural Implement Workers of America, No. 387, AFL-CIO/CLC.	643	Nov. 4	Nov. 8	2,250	2,250	New Methods on trial operation in foundry.	Employer withdrew demand for use of new method of operation.

(1) In this table the date began is that on which time loss first occurred, and the date terminated or lapsed is the last day on which time was lost to an appreciable extent.

(2) Indirectly affected 43.

* This terminated early in December details will be shown in next month's report.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....				2	1								3
Struck by.....	3	14		17	9	31	2	4			1		81
(a) Tools, machinery, cranes, etc.....	1	2		3	1	6							13
(b) Moving vehicles.....	1			2	1	12		3			1		20
(c) Other objects.....	1	12		12	7	13	2	1					48
Caught In, On or Between Machinery, Vehicles, etc.....	2	1			6	7		2	1		1		20
Collision, Derailments, Wrecks, etc.....	16	7	1	5	2	15	1	25	4		11		87
Falls and Slips.....	8	4	6	2	8	20	3	8	3		7		69
(a) Falls on same level.....													
(b) Falls to different levels.....	8	4	6	2	8	20	3	8	3		7		69
Conflagrations, Temperature Extremes and Explosions.....				1	5	3		1					10
Inhalation, Absorptions, Asphyxiation, etc.....				6	1	4		1			2		14
Electric Current.....	2			2	3	10	10	1	3		3		34
Over-exertion and Industrial Diseases.....		1		1		1			1				4
Miscellaneous Accidents.....									1		3		4
Total, Third Quarter—1957.....	31	27	7	36	35	91	16	42	13		28		326*
Total, Third Quarter—1956.....	32	49	4	45	52	111	10	74	13		14		404

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1957

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				4	3	13	1	2	5	3		31
Logging.....			1		9	4				13		27
Fishing and Trapping.....	1		1	2						3		7
Mining and Quarrying.....			2	1	6	12		2	5	8		36
Manufacturing.....			1	1	10	14	3			4		35
Construction.....		1	3	2	25	28	7	7	7	11		91
Electricity, Gas, Water Production and Supply.....				2	4	4	3	1		1	1	16
Transportation, Storage and Communications.....			1		14	12		2	7	6		42
Trade.....	1		3		2	3	2		1	1		13
Finance.....												
Service.....					3	12	3	4	2	4		28
Unclassified.....												
Total.....	2	1	12	12	76	102	19	18	29	54	1	326*

* Of this total 219 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 107 were obtained from other non-official sources.

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